

**ARTICLE 13 - PROFESSIONAL DEVELOPMENT**

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2 **A. Performance and Development.** In order to promote professional development,  
3 PHHH shall provide counseling and evaluations of the work performance of each  
4 clinician covered by this Agreement not less than once per year. The evaluation process  
5 may include goal setting, the clinician’s self- assessment, and the clinician’s manager’s  
6 written assessment. Departmental goals will not impact a clinician’s eligibility to advance  
7 on the clinical ladder, ~~or Rehab Clinical Advancement Program (RCAP), or applicable~~  
8 ~~clinical advancement program~~. A copy of any final, written assessment will be provided  
9 to the clinician. A separate clinical competency assessment will be conducted annually  
10 by a discipline-appropriate evaluator.

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12 **B. In-Service Education.** PHHH agrees to maintain a continuing in-service  
13 education program for all personnel covered by this Agreement. In the event it is  
14 required by PHHH to attend in-service education functions outside the clinician’s normal  
15 shift, *they* will be compensated for the time spent at such functions at the ~~nurse’s~~  
16 ~~clinician’s~~ established day straight-time hourly rate. The term “in-service education”  
17 shall include PHHH requested individual training in specialty as well as other  
18 educational training. If PHHH specifically requires a clinician to purchase instructional  
19 materials or equipment for mandatory in-service education, PHHH will reimburse the  
20 clinician for the reasonable cost of such materials. Before incurring any such expense,  
21 the clinician must seek the written approval of their manager. Unless communicated by  
22 PHHH as a required in-service, a clinician is not expected to voluntarily attend in-  
23 services conducted outside the clinician’s scheduled shift, and materials, if any, from  
24 such voluntary in-services will be available for the clinician’s review during a later  
25 scheduled shift.

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27 **C.** PHHH further agrees to discuss in advance any changes in the present PHHH  
28 orientation program with the chair of the bargaining unit.

29 **D. Unpaid Educational Leaves of Absence.** PHHH endorses the concept of  
30 professional improvement through continuing professional education. PHHH may grant

1 unpaid educational leaves of absence of up to one (1) year. Extensions of time beyond  
2 one (1) year may be granted at the discretion of PHHH. Paid educational leaves of  
3 absence will be granted consistent with prudent PHHH management. PHHH will  
4 attempt to offer educational leave opportunities to as broad a spectrum of its nurses as  
5 practicable under existing circumstances.

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7 **E. Paid Educational Leave.** During each calendar year, PHHH will provide paid  
8 educational leave as follows:

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10 1. Sixteen (16) hours of paid educational leave for use by each full-time  
11 clinician, each part-time clinician, and each per diem clinician who worked at  
12 least 700 hours in the preceding calendar year, to attend educational programs  
13 on or off PHHH premises which are related to clinical matters where attendance  
14 would be of benefit to both PHHH and the clinician. Use of this paid leave will  
15 not negatively impact clinicians' productivity goals. **Social Workers, Bereavement**  
16 **Counselors, and Wound Ostomy Nurses will receive an additional 8 hours of paid**  
17 **education leave.** Clinicians participating in clinical ladder ~~or RCAP, or other~~  
18 ~~clinical advancement program~~ **and those with a recognized certification** receive  
19 additional paid education leave as outlined in Appendix B.

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21 2. Up to 1,360 hours of paid educational leave, to be allocated quarterly (340  
22 hours per quarter), for use by full-time and part-time clinicians as a group to  
23 attend educational programs on or off PHHH premises which are related to  
24 clinical matters where attendance would be of benefit to both the PHHH and the  
25 clinician. Each quarter, hours from this pool will be allocated to clinicians in order  
26 of receipt of request for such hours, up to a maximum of 24 hours per clinician  
27 per calendar year.

28

29 (a) The first year's educational leave shall be available for use in the  
30 calendar year in which the clinician reaches their first anniversary date of  
31 employment as a clinician but may not be used until after such

1 anniversary date. Each subsequent calendar year's educational leave  
2 shall be available for use during such calendar year.

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4 (b) Specific programs are subject to prior approval by PHHH.  
5 Requests for educational leave and PHHH's response will be in writing on  
6 PHHH's form(s). If a request for educational leave is not approved, the  
7 clinician may ask the Professional Care Committee to review the request.  
8 The PCC will review the request and forward its recommendation and  
9 explanation to the director in charge of the clinician unit. The director's  
10 decision will be final and binding on all concerned.

11  
12 (c) Educational leave not used by clinicians in the applicable year shall  
13 be waived, except that if the reason for not using the educational leave in  
14 the year is that it was not approved by PHHH, after having been requested  
15 no later than one (1) month before the end of such year, the waiver shall  
16 not become effective until three (3) months following the end of such year.

17  
18 (d) Upon return from an educational leave, the clinician will, upon  
19 request by PHHH, submit a report or make an oral presentation for the  
20 purpose of sharing the contents of the educational program.

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22 **F. Education Expense Reimbursements.** Clinicians who have worked at least 700  
23 hours in the preceding calendar year shall, upon reimbursement request to PHHH,  
24 receive the following amounts to defray the cost of registration and attendance in  
25 connection with paid or unpaid educational leave.

26 (a) Nurses: \$150

27 (b) Social Workers, Bereavement Counselors, ~~Occupational Therapists,~~  
28 ~~Physical Therapists,~~ Speech Language Pathologists, **Wound Ostomy Nurses:**  
29 ~~\$350~~ **\$500**

30 (c) **Occupational Therapists, Physical Therapists: \$400**

1 Clinicians participating in clinical ladder ~~or RCAP, or other clinical advancement~~  
2 ~~program~~ **and those with a recognized certification** receive additional paid education  
3 leave as outlined in Appendix B.

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5 F. Clinicians shall make reasonable efforts to complete mandatory education (such  
6 as HealthStream) and the annual ~~nursing~~ evaluation during regularly scheduled shifts. If  
7 there is difficulty in finding adequate uninterrupted time away from patient care duties to  
8 complete mandatory education or the nursing evaluation, the clinician may bring this  
9 difficulty to the attention of their manager. The clinician and the manager will then work  
10 together to schedule a reasonable amount of paid time away from patient care,  
11 consistent with patient care needs, for the clinician to complete the education or  
12 evaluation.

13  
14 G. Clinicians may participate in PHHH's tuition reimbursement program offered to a  
15 majority of PHHH's employees who are not in a bargaining unit, in accordance with its  
16 terms. Notwithstanding the previous sentence, the maximum tuition reimbursement  
17 amount will not be reduced from \$5,250 in a calendar year for full-time clinicians and  
18 \$2,625 in a calendar year for part-time clinicians.

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20 H. Washington License.

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22 1. PHHH will pay for costs associated with the initial licensure and subsequent  
23 renewal of a Washington license for clinicians licensed in Oregon who are  
24 required or requested by PHHH to work or be licensed in Washington.

25  
26 2. PHHH will pay for all time performing work, including the time spent on  
27 administrative tasks, to obtain and renew the Washington license (e.g.  
28 fingerprinting, drive time, testing, etc.).

29  
30 3. PHHH will compensate each clinician that is required to take Continuing  
31 Education (CE) units in a Washington State Jurisprudence Module, prior to the

1           clinician completing the initial WA license process. Each clinician will be paid  
2           their hourly rate (plus applicable shift, certification, and clinical ladder  
3           differentials) for each of the required CE units. This is in addition to any other  
4           paid education hours already covered by the Agreement. In addition, PHHH will  
5           pay for the cost of the course.

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7           4. PHHH will compensate each clinician that is required to take CE units for suicide  
8           prevention training. Each clinician will be paid their hourly rate (plus applicable  
9           shift, certification, and clinical ladder differentials) for each of the CE units. This is  
10          in addition to any paid education hours already covered by the Agreement. In  
11          addition, PHHH will pay for the cost of the course.

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13          5. PHHH will reimburse each clinician up to \$200 annually to cover the costs of  
14          additional Washington-specific education requirements.