

State of New Hampshire

PERSONNEL APPEALS BOARD
Edward J. Haseltine, Chairman
Gerald Allard
Loretta Platt



EXECUTIVE SECRETARY
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NEW HAMPSHIRE PERSONNEL APPEALS BOARD DECISION

In the Matter Of:

PAUL SYLVESTER

November 10, 1986

On October 7, 1986, the Personnel Appeals Board, Commissioners Haseltine, Allard and Platt sitting, heard the appeal of Paul Sylvester, a Physician's Assistant, Salary Grade 20 at the New Hampshire Hospital. Mr. Sylvester had appealed the decision of the Division of Personnel to deny his request to upgrade his position to Salary Grade 30. At the hearing, the appellant argued that his position should be upgraded to Salary Grade 28. The appellant was represented by SEA Director of Field Operations, Chris Henchey. Edward J. McCann represented the Division of Personnel.

Testifying before the Board were Paul Sylvester, Dr. Hoffman and Dr. Walter England of the New Hampshire Hospital staff; Virginia Vogel, appearing on behalf of the New Hampshire Hospital administrative staff; and Edward J. McCann. Both the appellant and the Division of Personnel made written submissions to the Board prior to the hearing.

The appellant stated that his appeal to upgrade the position of Physician's Assistant was not limited to himself but to all other individuals occupying that position within the State service. Review of the record, however, indicates that the Division of Personnel had only reviewed the position of Physician's Assistant at New Hampshire Hospital, thus limiting the appeal to the position of Physician's Assistant at the New Hampshire Hospital.

Mr. Sylvester argued that the Division of Personnel in its review of his position should have given greater weight to the attributes of Complexity of Duties, Education, Experience, Initiative, Personal Relationships and Supervision. Ms. Vogel testified that the management at the Hospital did not support this request for an upgrade as they felt the Physician's Assistant was properly placed within the classification structure of hospital positions.

After considering all of the testimony and the supporting documentation submitted by the parties, the Board concluded that the attribute of Education should be increased to the fifth degree. This conclusion

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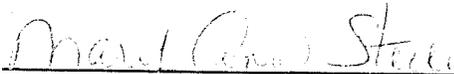
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was based on the increased requirements for certification as a Physician's Assistant. The Board concluded that Complexity of Duties had been properly rated at the sixth degree as the Physician's Assistant does not have responsibility for analysis of major departmental problems.

Given the increase which the Board awarded to the Education attribute of this position, the Board concluded that the Experience attribute was accurately rated at the sixth degree. The Board further concluded that the Physician's Assistant position was accurately classified at the fourth degree under Initiative as the Physician's Assistant must work under the supervision and direction of a licensed physician. The Board also concluded that the Physician's Assistant position was accurately classified at the fourth degree under Personal Relationships as the contacts involved were not on matters of policy. Discussion of patient conditions, medical histories and similar information, while requiring significant tact and diplomacy, are all areas of contact covered under the fourth degree of Personal Relationships. The Supervision attribute was also accurately classified at the fourth degree. The act of writing patient orders simply does not determine work flow, nor develop methods for other employees within the hospital.

Given the foregoing, the appeal was granted in part and denied in part. The Board found that Mr. Sylvester's position of Physician's Assistant should be properly classified at Salary Grade 21.

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE, Executive Secretary
N. H. Personnel Appeals Board

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cc: Chris Henchey, S.E.A.
Virginia Vogel, N. H. Hospital
Judy Bastian, Director of Personnel