



PRODUCED BY BOURNEWOOD HEALTH SYSTEMS, A LEADER IN PROVIDING COMPASSIONATE CARE ALONG THE ENTIRE CONTINUUM OF PSYCHIATRIC AND SUBSTANCE ABUSE SERVICES.

Bournewood is Committed to Recruiting and Retaining The Best Nursing Staff to Care for its Patients

Bournewood Hospital is dedicated to providing the highest quality care for its patients. Therefore, it should come as no surprise that the administration goes to great lengths to care for its employees as well.

In fact, Bournewood works hard to recruit the highest quality professionals, and to provide a positive working experience for them. The efforts seem to be paying off. There is a relatively low vacancy rate in nursing positions here, despite the uncertain state of today's healthcare environment. And it is no accident that once nurses get here, they want to stay.

"Bournewood regularly communicates with its staff to find out what is working for them and what else they need."

"Just five few years ago, we had a much higher vacancy rate in our nursing



MARY PURDY, RN, MSN

staff," says Mary Purdy, RN, MSN, Director of Patient Care Services. "We conducted a survey of nurses to find out what they were interested in and then acted on suggestions they gave us in an effort to improve things," Purdy says.

In response to the nurses' comments, the hospital now offers a range of progressive benefits, including the option of receiving higher pay in exchange for forgoing health benefits, sign-on bonuses and tuition reimbursement. In addition, one unit allows nurses to set their own schedules.

The hospital also continues to conduct ongoing surveys a few times a year. "This allows us to continue to change and grow with our staff in order to continue to provide exceptional service on all levels of our continuum of care," Purdy says.

To learn more about Bournewood Hospital and its employment opportunities and benefits, visit www.bournewood.com.

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New Director Brings a Wealth of Experience to Bournewood's Ambulatory Care Programs



DR. CARRIE BECKSTEIN PICHIE

Carrie Beckstein Pichie, Ph.D., is a familiar face on Bournewood Hospital's Brookline campus. Since 1994, she has held a variety of roles here, beginning as a counselor in the adolescent unit and working her way up to Director of Ambulatory Care Services in Brookline.

As the head of the outpatient and residential programs, Pichie

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The four guiding principles that shape all of the facets of Bournewood Health Systems' services include:



New Director **Dr. Carrie Pichie**

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oversees Bournewood's Adult Partial Hospital Program, the Day and Evening Intensive Outpatient Program and the Dual Diagnosis Acute Residential Treatment Program.

"I am very excited about the chance to help steer these very strong programs," Pichie says, pointing out that her first priority is to continue Bournewood's strong focus on dually diagnosed patients, ensuring that our outpatient and residential programs are effectively meeting the challenges that typically confront patients who are dealing with co-occurring substance abuse and psychiatric problems.



Dr. Pichie can be reached at (617) 469-0300 ext. 390

In addition to guiding the outpatient efforts, Pichie is also a consultant for Bournewood's Inpatient Units and the Quality Improvement Team. "I look forward to becoming more familiar with the inpatient teams and assisting with facilitating smooth transitions for the patients between levels of care," she says.

She points out that the wonderful people who work at Bournewood, along with the hospital's mission of providing high quality care within a comprehensive treatment continuum, have kept her involved over the past decade. "My initial experiences here made me realize that I would pursue a lifelong career in the field," she says.

Pichie's other past work experience includes serving as the Clinical Director of the Joy and Robert Wetzel Children's Center and as the Clinical Specialist of Short-Term Residential Services at the Henry Lee Willis Community Center Inc., both of which are located in Worcester. She earned her Master's Degree in Psychology from Boston University and her Ph.D. in Clinical Psychology from Fairleigh Dickinson University. In addition, she completed a postdoctoral fellowship in neuropsychology.

"We feel fortunate to have Dr. Pichie's expertise guiding our Ambulatory Care Programs. She brings a wealth of experience and enthusiasm to our efforts."

– JIM CURRAN
DIRECTOR OF INTAKE & COMMUNITY RELATIONS

In addition to the outpatient programs available on the Brookline campus, the Caulfield Center in Woburn also offers partial hospital and outpatient services. To reach the Caulfield Center's Partial Day Program, call (781) 932-0649.

Adolescent Program takes a Personalized Approach to Calm Patients in Crisis

Dim lights, soft music, thick blankets, a hot shower. These are all sensory tools that can be used to help calm an adolescent in crisis.

Such a personalized treatment plan holds much promise for young patients at Bournewood Hospital, according to Elizabeth Lamonica, BSN, RN, the nurse manager of Dodge II, which is a 15-bed locked unit for 10- to 18 year olds with a variety of backgrounds and disorders.

“Using sensory treatment with our adolescent patients reduces the need for restraints and extra medication.”

– ELIZABETH LAMONICA, BSN, RN
NURSE MANAGER, DODGE II

Using sensory therapy is also part of recent Massachusetts Department of Mental Health recommendations, which encourage inpatient adolescent programs like Bournewood’s to shift from using rigid treatment methodologies to allow for more individualized treatment based on each person’s strengths.

Toward this end, Bournewood has revamped its adolescent program recently and added a certified occupational therapy assistant, Jennifer Purdy, COTA, to help put the theory into practice.

Purdy says that to understand the effectiveness of sensory therapy, it helps to understand how the body’s sensory system operates. At its best, all of the senses work in conjunction with each other to allow a person to function properly. When a patient is in crisis, however, certain senses may be over- or under-stimulated, leading the patient to become either extremely agitated or, on the flip side, barely aroused. Using procedures to calm the senses that are overactive, or to engage the senses that are dulled, can help a patient find his or her optimum balance.

“The process really starts at the time of admission,” Lamonica says. “We ask people during the initial interview what types of interventions will be helpful for them when they are having difficulty.” The goal, Lamonica says, is not just to expose patients to sensory methods in the hospital setting, but also to have patients use these methods when in distress so they can apply them at home, too.



JENNIFER PURDY, COTA, USES THESE TYPES OF SENSORY TOOLS WITH YOUNG PATIENTS.



ADOLESCENT PATIENTS DISPLAY THEIR ART PROJECTS.

Human Resources Specialist **Leon Samuel** Relies on His Expertise to Recruit New Talent to Join Bournemouth's Team

Human Resources Specialist Leon Samuel brings a unique perspective to his job at Bournemouth Health Systems. As a former mental health counselor, he draws on his past experience to recruit and retain highly qualified and committed professionals.

"I am skilled at identifying the qualities you want in an employee since I have worked in the field myself," explains Samuel, who was recently selected as Bournemouth's 2004 Employee of the Year.

While most people in Samuel's position might spend their time reading about personnel issues, he admits that his interest is keeping up to date with what is happening by reading the latest psychology journals. This ultimately helps him to stay on top of hospital operations and also to hone in on those talented staff who will add value to the Bournemouth team.



LEON SAMUEL,
2004 EMPLOYEE OF THE YEAR.

Bournemouth Benefits Include:

- New staffing patterns for nurses & social workers
- Competitive salary and benefits program
- Full benefits begin at 20 hours per week
- Tuition reimbursement programs
- Student loan re-payment programs for RNs
- Free parking
- Free meals
- Free sleeping accommodations if needed
- A sign-on bonus for RNs

Bournemouth Staff Operates Like a Family

Bournemouth is a great place to work, according to many of the employees here. Many employees say it feels like a family. At one time or another, some of them have even referred family members and close friends to apply for job openings onsite. Out of a total of almost 300 employees, close to a dozen or more of the professional staff have relatives who either currently work here or have worked here in the past. That says a lot for Bournemouth's pleasant work atmosphere and the respectful way the hospital treats its staff. To find out more about working at Bournemouth, visit www.bournemouth.com or call (617) 469-0300 and ask for the human resources department.

Bournewood Provides Support for Nurses and Other Healthcare Professionals Struggling With Addiction



SUPPORT GROUP PARTICIPANTS MEET EACH WEEK TO SHARE STORIES AND GAIN INSIGHT FROM ONE ANOTHER.

Every Wednesday evening, Bournewood Hospital hosts close to a dozen nurses and other healthcare professionals in various stages of recovery from the greater Boston area, who meet to share stories and gain support from one another as part of a support group for healthcare professionals with serious substance abuse and addictions.

“It’s difficult for nurses and others who work in the healthcare field to talk about their addiction as part of a larger, general group because they face public scrutiny,” says Donna White, RN, PhD, CADAC-II, CARN. Therefore, she facilitates these specialized meetings that are hosted by Bournewood Hospital, providing participants with welcome anonymity.

White is an addiction specialist for the Lemuel Shattuck Hospital in Jamaica Plain, which provides ambulatory and inpatient services for the Massachusetts Department of Public Health. She also serves as the chairperson of the Addictions Council of the Massachusetts Nurses Association (MNA).

Attendance at such a meeting is one of the conditions placed upon licensed nurses who have been reported for alcohol and/or drug problems. In order to keep their license intact, they must participate in a peer group for five years.

White leads the weekly meetings, which are affiliated with MNA, while Bournewood provides the space for the group and refreshments.

“We are pleased to work with Donna to host this support group,” says Raymond Robinson, MBA, the President of Bournewood Hospital. “It provides an important part of the recovery process for participants.”

“By hosting this group, Bournewood is able to reach out to medical professionals in need of support. This is just one more way that we can give something back to the community.”

– NASIR KHAN, MD
CHIEF EXECUTIVE OFFICER, BOURNEWOOD HEALTH SYSTEMS

“Nurses have a 90 percent recovery rate from addiction, which is considerably higher than that of the general public.”

– DONNA WHITE, RN, PH.D., CADAC-II, CARN
FACILIATOR, BOURNEWOOD HEALTHCARE
PROFESSIONALS’ SUPPORT GROUP

For more information about the group, visit www.peerassistance.com or contact Donna White at (617) 469-0300.



About BourneWood Health Systems

BourneWood Hospital is a leader in psychiatric and chemical dependency treatment within a nurturing and supportive environment. It has operated continuously on 12 acres in South Brookline since 1895, and today, BourneWood Hospital serves patients of all ages, all ethnic and socio-economic groups and all diagnostic categories within its unique comprehensive continuum of care.

BourneWood Health Systems' services include:

- **Psychiatric physicians on campus 24 hours a day, 7 days a week**
- **Triage, assessment and admissions 24 hours a day**
- **Five inpatient units, including a discrete child/adolescent unit**
- **Separate acute residential beds**
- **Separate adult, and child/adolescent partial hospitalization programs**
- **Outpatient services in Brookline, Woburn and Brighton, Massachusetts**
- **Adult partial hospital and ambulatory services available at the BourneWood Caulfield Center in Woburn, Massachusetts**
- **Outpatient practice affiliations throughout the state**

BourneWood Health Systems has contracts with most insurance and managed-care companies including Medicare, Medicaid, Blue Cross, Tufts, Harvard Pilgrim, Magellan, United Behavioral Health, PacifiCare, Cigna and most other major insurance providers.

For more information, visit www.BourneWood.com

Inpatient Location:

BourneWood Hospital
300 South St.
Brookline, MA 02467
(617) 469-0300

Outpatient Offices:

BourneWood Ambulatory Services
300 South St.
Brookline, MA 02467
(617) 469-0300

BourneWood Caulfield Center
23 Warren Ave.
Woburn, MA 01801
(781) 932-0649

BourneWood Clinical Associates
17 Henshaw St.
Brighton, MA 02135
(617) 783-0282

Affiliated Locations:

Colony Care Behavioral Health
11 River St.
Wellesley, MA 02481
(781) 431-1177

Family Associates of Merrimack Valley
201 Chelmsford St.
Chelmsford, MA 01824
(978) 256-1467

Collaborations in Clinical Care
275 Turnpike St., Suite 105
Canton, MA 02021
(781) 821-1760