

MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN
2006 (SECOND) Regular Session

Bill No. 287 (LS)

Introduced by:

Mike Cruz, M.D. 

AN ACT TO AUTHORIZE AN AMENDMENT TO THE
GUAM MEMORIAL HOSPITAL AUTHORITY HEALTH
CARE PROFESSIONAL HOURLY PER DIEM POLICY.

1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. Section 4 (b) of Public Law 25-121 as amended by Public
3 Law 28-68 is hereby *amended* to read:

4 "(b) Adoption. The proposed Guam Memorial Hospital Authority's
5 'Health Care Professional Hourly Per Diem Policy' as contained as
6 Attachment 1 is hereby adopted by *I Liheslaturan Guåhan* for immediate
7 implementation by the Guam Memorial Hospital Authority. The Board of
8 Trustees of the Guam Memorial Hospital Authority shall have the
9 authority to amend the policy ~~pursuant to the Administrative Adjudication~~
10 Act."

**GUAM MEMORIAL HOSPITAL AUTHORITY
NURSING STANDARDS AND PROCEDURE MANUAL**

APPROVED BY:	RESPONSIBILITY: Nursing Administration Personnel	EFFECTIVE DATE: 01/25/2000	POLICY NO. 6301-17	PAGE 1 of 3
TITLE: HEALTH CARE PROFESSIONAL HOURLY PER DIEM PAY POLICY				

PURPOSE:

To establish pay policy and the administrative procedures for the compensation and employment of Hourly Per Diem Health Care Professionals. This will allow GMH to established a pool of qualified professional willing to work limited hours to supplemental the Guam Memorial Hospital's full-time and part time

POLICY:

The Guam Memorial Hospital has established a health care professional pool to allow for the supplemental coverage of open shifts in the clinical care work environment which will augment the pool of professional available for work at GMH as well as provide opportunity for health care professional to remain active and current in their clinical skills.

Eligibility to Participate:

Health Care Professionals are defined as Registered Nurses, Technologist, Therapist, Pharmacist or other licensed professionals as defined by the Dictionary of Occupational Titles as "O" or "1" classifications.

Compensation:

- a. Compensation of the Health Care Professionals in the pool
Shall be in accordance with the established all-inclusive hourly rate compensation schedule attached hereto a Schedule A.
- b. No benefits are provided.
- c. Hourly compensation will be provided with compensation set a 1.5 times the hourly rate for work on Government of Guam established holidays.
- d. No additional compensation such as certification pay on-call pay, call back pay, weekend or shift differential will be paid.

Employment Requirements:

- a. Current or temporary Guam Licensed
- b. Physical certification of physical fitness
- c. Successful completion of GMH drug screen and TB testing.
- d. Proof of current certification in ACLS/BCLS or PALS/NALS as required
- e. Attendance of GMH Orientation (Hours in orientation will be paid)
- f. Participants may not be a current full time or part-time employee of the Guam Memorial Hospital Hospital or the Government of Guam.

Revised:

Revised: 12/02/04

Approved: EMC 1/26/2000, BOT 1/26/2000

PROCEDURE:

1. Applicant completes an employment applicant
2. Personnel Department arranges for an interview as appropriate.
3. Applicant is scheduled for orientation.
4. Applicant' executes a Letter of Agreement regarding terms and conditions of Per Diem Employment.
5. Applicant's name and work hours are submitted for immediate scheduling.
6. After initial scheduling, applicants may sign up for uncovered shifts as desired. Listing of available shifts will be posted and can be faxed to Per Diem Employees.
7. Per Diem Employees are to contact the Staffing Coordinator at least once a month to coordinate any desired any desired in scheduling.
8. Per Diem Employees who are unable to work scheduled times must give (4) hours notice to the scheduling supervisor.
9. Per Diem Employees with Military obligations who are working when recalled will immediately notify the Head/Charge Nurse who will arrange for immediate endorsement of clinical information and the immediate release of the employee. Military employees scheduled to work and recalled to duty will notify the scheduling supervisor or nursing supervisor on duty.

Per Diem Employees can obtain pay checks from the Nursing Administration Office between 3:30 p.m. and 5:00 p.m. on PayDay

**SCHEDULE A
COMPENSATION SCHEDULE**

JOB-TITLE	PAY SCHEDULE	COMPENSATION RATE/HOUR
Staff Nurse I	K	27.43
Staff Nurse II	M	31.90
Hospital Radiologic Technologic I	K	19.05
Hospital Radiologic Technologic II	L	20.49
Nuclear Medicine Technologist	M	22.15
Ultrasound Technologist	M	22.15
Hospital Physical Therapist I	L	20.49
Hospital Physical Therapist II	M	22.15
Medical Laboratory Technologist I	L	20.49
Medical Laboratory Technologist II	M	22.15
Hospital Respiratory Therapist I	K	19.05
Hospital Respiratory Therapist II	M	22.15
Clinical Dietician I	L	20.49
Clinical Dietician II	M	22.15
Pharmacist	N	27.54

Compensation is set at step 12 for all classification except Pharmacist who will be paid at step 16 due to shortage determination compensation previously set by CSC