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Guam Nurses Association

P.O. Box CG • Hagatna, Guam 96932 • Telephone: (671) 787-4148 • E-mail: guamnursesassociation@yahoo.com

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March 31, 2010

The Honorable Judith Won Pat, Speaker
30th Guam Legislature
Ufisinan I Liheslatura
155 Hesler Street
Hagatna Guam 96932

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Dear Speaker Won Pat:

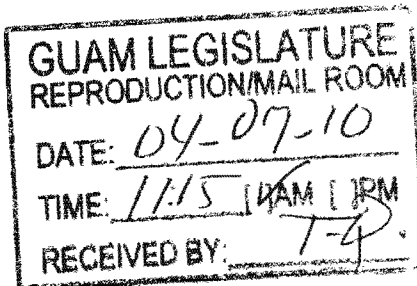
Pursuant to Public Law 24-325, Section 6228.15, we are enclosing copies of the meeting minutes of the Commission on Nursing Leadership (CNL) for February, March, April, May, September, October, November, and December of 2009.

Please include us in your list of health professionals whom you notify and involve in the discussions and development of health policy. Email addresses are: cruzcontrol@netpci.com and bernsantosrn@yahoo.com.

Respectfully,

Karen Cruz
Karen A. Cruz, RN, MPH
Chairwoman, CNL

BSS
Bernadette Santos, RN, BSN
President, GNA



Enclosures

COMMISSION ON NURSING LEADERSHIP

Tuesday, February 17, 2009

GNA Office, Hagatna, Guam

Present: Karen Cruz (UOG/Retired, CNL Chairwoman), Rose Grino (Take Care), Margaret Gogue (American Medical Center/GNA), Lynn Manibusan (DPHSS), Patty Quenga (GPSS), Mary Sanchez (GNA). Others present: Ruby Stahlnecker (Commission on Educator Certification); UOG senior nursing students: Ken Argoncillo, Raymond Sinamban, Angie Chang, Claudine deLeon, Aneida Rodgers.

Unable to attend: Judith Avery (DMHSA), Lori Duenas (UOG/Retired), Jennifer Cruz (GMHA), Maria Solomon (UOG School of Nursing/GNA).

TOPIC	DISCUSSION	DECISION
I. Call to Order	The meeting was called to order by K. Cruz at 4:00pm.	
II. Role Call/Introductions	Role call completed.	
III. Minutes: April 29, 2008 May 2008 October 2008	-Minutes for April 29, 2008 reviewed	-Minutes for April 29, 2008 moved by M. Sanchez, second by L. Manibusan, unanimously approved. -Pending. -Pending.
IV. Agency Reports	<p>GNA: M. Sanchez reported: Sally Tsuda, Mary Sanchez and Teo Cruz wrote a grant which was funded by the Department of the Interior providing \$100,000 to establish administrative office for APNLC at UOG Nursing Program. This was in support of resolution adopted at June 2008 APNLC conference. Grant funds are given on reimbursement basis. Mary and Teo are working on getting APNLC incorporated in Guam; GNA paid the fee for intent to incorporate. Senator Muna-Barnes' staff will assist with developing the necessary incorporation documents. Also, Bank of Guam will allow APNLC to use their "pouch mail" system to communicate with islands.</p> <p>Take Care: R. Grino reported: Recruiting for home health administrator. Diabetes medical management program to start in March 2009. Need a case manager for this program. There will be a free continuing education program session (two contact hours) on back pain February 27, 2009, 5-7pm at Baltez Bldg. OSHA training programs also available for supervisors and employees. R. Grino is also managing nurses working for Take Care</p>	

	<p>in Saipan. Impact of new immigration policy will affect nursing workforce there.</p> <p>GPSS: Patty Quenga reported that Dr. Meadows is on the school board. Also, nurse certifications are being clarified for School Health Counselors.</p> <p>DPHSS: Lynn Manibusan reported on the 56% vacancy rate for the Community Health Nurses (CHN). The Bureau of Family Health & Nursing Services (BFHNS) lost one CHN I into the private sector for higher pay in October 2008 and one CHNS I retired in September 2008. The BFHNS staff was given the opportunity to partner with the Homeless Coalition on January 30, 2009 to conduct the island wide 2009 Homeless Count.</p> <p>UOG: Karen Cruz reported: Passing rate for NCLEX RN decreased with the BSN graduates whereas the passing rate for NCLEX RN for ADN graduates increased. Faculty for the nursing program is still being recruited. There are currently 20 BSN students and 8 ADN students.</p> <p>AMC: -M. Gogue reported: American Medical Center is fully staffed.</p>	
<p>V. Old Business</p> <p>a. BLS certification as employment requirement</p> <p>b. School Health Counselor Coordinator position</p>	<p>-Take Care, DPHSS requires BLS certification for employment.</p> <p>-This coordinator position will allow the School Health Counselors be evaluated based on their performance as nurses.</p>	<p>-CNL to set up a meeting with Dr. Meadows to meet with the Superintendent on this matter.</p>
<p>VI. New Business</p> <p>a. Certification of school nurses</p> <p>b. Review CNL Strategic Plan implementation progress</p>	<p>-Question: "Why are the nurses in the schools called "School Health Counselors?"</p> <p>-GPSS has 24 different types of certificates to look into.</p> <p>-Most private schools don't require certificates.</p> <p>-Reviewed CNL Strategic Plan.</p> <p>-K. Cruz gave out draft for the 2008 CNL Annual Report.</p>	<p>-CNL to ask Carmen Kasperbauer on the history of the "School Health Counselor."</p> <p>-Be more accessible for nurse recruitment purposes such as via websites.</p>

<p>c. Election of CNL Chair and Vice Chairperson</p> <p>d. Next CNL meeting date/time</p> <p>e. Proposed Legislation</p> <p>f. Workplace safety issues</p> <p>g. Nursing support/services for at-risk groups</p>	<p>-Next meeting Tuesday, March 17, 2009, 4:00pm.</p> <p>-The following bills were presented: Bill 9: penalties for breach of personal information (computerized systems) Bill 17: prohibits driving under influence of sedating substances. Bill 31: combats human trafficking; protects victims; DPHSS given some responsibilities. Bill 36: combats human trafficking; establishes task force to address problem. Bill 54: establishes educational requirements for woman's informed consent for abortion, 24 hours prior; provision for emergency abortion; reporting requirements, DPHSS responsible. Bill 57: penalties placing minor's identifying information on worldwide web. Bill 61: prohibits non-medical personnel from recommending use of psychotropic drugs for any child and parent's rights to refuse drugs for their child.</p>	<p>Tabled pending GNA appointment of members to CNL.</p> <p>GNA office location.</p> <p>-For more information, view the Bills on-line.</p> <p>-Conference on "Human Trafficking" at the Hyatt on February 18, 2009.</p> <p>-P. Quenga will respond to Bill 61 and let the CNL know of results.</p> <p>-Pending.</p> <p>-Pending.</p>
<p>VII. Announcements</p> <p>a. GNA Membership Meeting</p> <p>b. APNLC: Saipan</p> <p>c. Other</p>	<p>-February 28, 2009 at the Holiday Resort, 10am to 1pm. Free to GNA members.</p> <p>-June 15-19, 2009.</p> <p>-Vicky Estoy RN, worked at GMHA, passed away on February 14, 2009. Rosary being said at the Santa Barbara Church at 6pm.</p>	
<p>VIII. Adjournment</p>		<p>-Meeting adjourned at 5:45pm.</p>

Prepared by: Evangeline A. Manibusan RN, NP
Community Health Nurse Supervisor II (DPHSS)

COMMISSION ON NURSING LEADERSHIP

Tuesday, March 17, 2009
GNA Office, Hagatna, Guam

Present: Karen Cruz (UOG, CNL Chairwoman, GNA), T. Blas (Retired/GNA), Dale Rameriz (Naval Hospital), Lucy C. Iona (SNA), and Janice Yatar (SNA).

Others present: Ruby Stahlnecker (Commission on Educator Certification).

Unable to attend: Judith Avery (DMHSA), Lori Duenas (UOG/Retired), Jennifer Cruz (GMHA), Maria Solomon (UOG School of Nursing/GNA).

TOPIC	DISCUSSION	DECISION
I. Call to Order	The meeting was called to order by K. Cruz at 4:30pm.	
II. Roll Call/Introductions	Roll call completed.	
III. Minutes: April 29, 2008	- Minutes for May 20, 2008 - Minutes for Feb. 21, 2009	-Minutes for May 20, 2008 and Feb. 21, 2009 were approved.
IV. Agency Reports	<p>GPSS: L. Iona reported that Dr. Meadows was appointed to GPSS Board, and has suggested some revisions to the School Health Counselor protocols and is also considering health screening mandates to be applied at GPSS. The School Nurses Association (SNA) suggested that a School Health Coordinator (SHC) be hired. R. Stahlnecker asked CNL members to assist them in addressing the certification questions for School Health Counselors.</p> <p>DPHSS: M. Gay reported that there is a 54% vacancy rate for the Bureau of Family Health & Nursing Services (BFHNS). Currently interviewing for a CHN II, and funded for CHN I (1), CHN II (1), LPN (1) and CHNS I (1). Budget 2010 was proposed and nursing positions were cut. April is Public Health Month and April 18, is PH Month Awareness Fair, at Micronesia Mall from 10-am-2pm.</p> <p>UOG: K. Cruz reported the passing rate for NCLEX RN decreased with the Class of 2008 BSN graduates whereas the passing rate for NCLEX RN for ADN graduates increased. NLN accreditation review is scheduled for 2010.</p> <p>Naval Hospital: D. Ramirez reported 7 students from the UOG Senior class are doing their</p>	Decision was made that K. Cruz will meet with Dr. Meadows and school nurses to collaborate on efforts to hire a School Health Coordinator.

	<p>leadership clinics at Navy Hospital. The hospital is currently working to continue their JCAHO accreditation</p> <p>AMC: -M. Gogue reported: American Medical Center is staffed with 2- fulltime RNs, 1-part-time RN, and MAs. AMC is also going through policy reviews. Dr. Akimoto was asked to be GPSS Medical Advisor but had no comment.</p>	
V. Old Business	[School nurse certification and SHC position discussed above under GPSS report.]	
VI. New Business a. Guam Nurses Association – Nurses' Month Activities	<p>-T. Blas reported that GNA Nurses' Month activities are as follows: - April 30, 2009 at 2:30pm Proclamation Signing at the Governor's Conference Room - May 2, 2009 is set for the Annual GNA Conference, location pending and will offer 6 contact hours for the conference. Speakers: an off-island nurse lawyer that will talk on ethical and legal issues, Dr. Supit will discuss nutrition, and Public Health Nurses and Margaret Hattori from UOG will discuss the topic of people who are homeless on Guam. - May 3, 2009 will be the Nurses' Mass at St. Anthony's Church at 9:30am. - May 9, 2009 will be the 5K Fun Run/Walk at Paseo starting at 5:30am. - May 30, 2009 will be the "Nurse of the Year" Banquet, location and time pending. - Applications are still pending at this time.</p> <p>b. CNL Membership:</p> <p>K. Cruz stated that letters of appointment to CNL by the GNA Board will be sent out.</p>	GNA flyer is pending but will be sent out prior to the activities.
VII. Announcements a. Public Health Awareness Fair b. Family Planning Regional Conference – Saipan c. APNLC	<p>-April 18, 2009 at Micronesia Mall from 10am-2pm. Volunteers are welcome to join. - May 13-15, 2009, at Saipan Hyatt. June 15-19, Saipan</p>	
VIII. Adjournment		-Meeting adjourned at 5:45pm.

Prepared by: Margarita B. Gay RN. MN.
(DPHSS)

Nursing faculty with 3 funded vacancies (Peds, OB, and Psych Nursing).
NLN Accreditation Site Visit will be late March 2010.

Take-Care/FHP:

R. Grino reported that last month they were able to recruit a NP for the Diabetes Program; the program is improving and increasing with clients. Nursing is 100% staffed however are still accepting part-time nurses for on-call services.

DMHSA:

J. Avery reported that Meloney Campo, a Psychiatric Technician, recently passed the NCLEX-RN exam and is now in the nursing staff at DMHSA. LPN positions are still vacant. Concern was stated that there are not enough Psych Techs to meet the needs of clients from the Courts. DMHSA is now running 24 hours with 4 new staff and a new Psychiatrist.

School Nurses Association:

B. Diaz, President, reported that the School Health Nurses Association is dealing with the issue of certification.

Continental Airlines/GBNE:

L. Perez-Posadas reported that there are: 707 RNs, 133 LPNs, and 41 NPs registered with GBNE. Physician Assistants are regulated by the Allied Health Board. MAs and Technicians are not licensed and are not being regulated by any Board. The GBNE members have discussed the matter of the Medical Assistants with Senator Frank Aguon. The new GBNE Rules and Regulations have been passed by the Legislature and were developed with the Model from NCSBN Rules and Regulations.

Decision was made that K. Cruz will meet with Dr. Meadows and collaborate and make suggestions for positive changes concerning the GPSS School Health Counselors certification.

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Decision was made that K. Cruz will meet with Dr. Meadows and collaborate and make suggestions for positive changes concerning the GPSS School Health Counselors certification.

	<p>The GBNE needs a Prescriptive Advisory Board The GBNE needs a full-time RN Executive Officer For upcoming RN and LPN renewals, local and Federal Court clearances and a Police Clearance are needed.</p> <p>GMHA: Jennifer Cruz reported that the Mock Joint Commission Survey happened two weeks ago. The Nursing area had the best progress. All head nurses met weekly with J. Eustaquio and discussed Joint Commission issues which assisted in passing the Mock Survey. Staffing: decrease in ICU nurses and are therefore using Registry nurses, Now using the Rapid Response Team prior to calling a "Code". L&D is also using Registry nurses; two new nurses are being trained. There are three Registry groups being used at GMHA: Corp Med, Worldwide, and True Staff, to assist with the shortage at GMHA. The nurses are hired up to 13 weeks. The ER Annex is being used for ER overflow up to five patients.</p>	
<p>V. Old Business:</p> <p>a. BLS certification as employment requirement</p> <p>b. School Health Counselor Coordinator position</p> <p>c. Certification of school nurses</p>	<p>K. Cruz stated that the CNL has issued letters to the past Superintendents advocating for the hiring of Coordinator and also concerning the need of BLS certification. B. Diaz mentioned that Dr. Meadow is on Educational Board and is a good advocate for the nurses.</p> <p>B. Diaz stated that Ms R. Stahlnecker is on the Guam Commission for Educator Certification and they are reviewing the types of certification. The three types of certification are: 1) Emergency, 2) Professional I and 3) Professional II.</p>	<p>a. Tabled</p> <p>b. CNL will emphasize the need to hire a School Health Counselor Coordinator.</p> <p>c. CNL will work with the Certification Commission.</p>

	<p>It will also help if the CNL can submit samples of Job Descriptions stating the School Nurses duties of administrating TB skin tests and Immunizations to the students.</p> <p>The School Health Counselors are asking for the assistance of CNLC to help the Educator Certification Commission.</p>	
<p>VI. New Business</p> <p>a. Workplace safety issues</p> <p>b. Nursing support/services for at-risk groups</p> <p>c. APNLC resolutions</p> <p>d. Other</p>	<p>c. Guam can have four voting delegates to APNLC: one each from GMHA, DPHSS, UOG, and GNA. All jurisdictions have four votes each. Each of the delegates needs to submit a report to be presented at the APNLC meeting.</p> <p>Suggestions for resolutions to be presented at APNLC are:</p> <ol style="list-style-type: none"> 1. Support Workplace Safety 2. Prohibit betal nut chewing. 3. Smoke-Free Workplaces 4. Prevention of Substance Abuse including use of tobacco and alcohol by youth. <p>M. Sanchez reported the GNA by-laws are being revised.</p>	<p>a. Tabled.</p> <p>b. Tabled.</p>
<p>VII. Announcements:</p> <p>a. Nurses Month:</p>	<p>a. K. Cruz reported that GNA Nurse's Month activities will be as follows:</p> <ul style="list-style-type: none"> - April 30, 2009 at 2:30 p.m. proclamation signing at the Governor's Conference Room. - May 2, 2009 is the Annual GNA Conference, location pending, and will offer six contact hours. Speakers: an off-island nurse lawyer that will talk on ethical and legal issues; Dr. Supit will discuss nutrition; and Public Health nurses and M. Hattori-Uchima, UOG, will discuss homelessness on Guam. - May 3, 2009 will be the Nurses Mass at St. Anthony's Church at 9:30 a.m. - May 9, 2009 will be the Fun Run/Walk 	<p>a. GNA Flyer is pending but will be sent out prior to the activities.</p>

<p>b. APNLC</p> <p>c. Other</p>	<p>at Paseo starting at 5:30 a.m. - May 30, 2009 will be the "Nurse of the Year" banquet, at the Westin Hotel starting at 6 p.m. Nominations are due May 1, 2009. Applications were distributed to the agencies.</p> <p>b. APNLC will be held in Saipan from June 15-19, 2009.</p> <p>c. May 29, 2009 is the UOG Nursing Pinning Ceremony at Sheraton Hotel.</p>	
<p>VIII. Adjournment</p>		<p>Meeting adjourned at 5:55pm.</p>

Prepared by: Margarita B. Gay RN. MN.
(DPHSS)

COMMISSION ON NURSING LEADERSHIP

Tuesday, May 19, 2009

Conference Room, UOG School of Nursing, Mangilao

Present: Karen Cruz (UOG), Lucy Iona (School Nurse Assoc), Rose Grino (Take Care), Mary Sanchez (GNA). **Unable to attend:** Judith Avery (DMHSA).

Recorder: Karen Cruz

TOPIC	DISCUSSION	DECISION
I. Call to Order	The meeting was called to order by K. Cruz at 4:20pm.	
II. Roll Call	Roll call completed.	Decided to proceed with meeting. M. Salomon was available on-site.
III. Minutes: March 17, 2009. April 21, 2009	Minutes not available.	-Minutes for March 17, 2009 approved with corrections. Voted in Absentia: Maria Salomon (on-site UOG). April minutes tabled.
IV. Agency Reports		Tabled.
V. Old Business a. BLS certification as employment requirement b. School Health Counselor Coordinator position c. Certification of school nurses d. Resolutions for APNLC	CNL previously recommended BLS as a requirement for school health counselors as well as for other nurses. GMH and PH have previously reported that they require BLS for employment. Dr. Meadows is off-island. K. Cruz was unable to meet with him. Commission on Educator Certification has postponed addressing the certification of school health counselors until the fall. The GPSS certification categories (Emergency, Professional I, Professional II) for school health counselors were reviewed. The job specifications for School Health Counselor I, II, and III were also available for review. Two draft resolutions were presented: 1) Smoke-free work places; and 2) Mental Health component of disaster/emergency response.	Follow-up previous recommendations to GPSS and the Commission on Educator Certification that school health counselors have current BLS certification. Tabled. Tabled further action until the fall. Both resolutions were approved with revisions and will be presented at APNLC by Guam delegates. Voted in Absentia: Maria Salomon (on-site UOG).

<p>VI. New Business</p> <p>a. Workplace safety/ethical/legal issues</p> <p>b. Nursing support/services for at-risk groups</p> <p>c. Next meeting</p>	<p>CNL chair encouraged nurses to bring issues of concern to CNL meetings for problem-solving and/or support in advocating for resolution.</p> <p>CNL could be doing more to bring attention to health needs of at-risk populations such as the presentation by UOG and PH at the GNA conference regarding the needs of people who are homeless.</p> <p>M. Sanchez suggested showing the GNA video of this presentation to the Legislative Health Committee.</p>	<p>Agreed to follow-up on this in August or September.</p> <p>Next CNL meeting will be in September unless necessary to meet before then.</p>
<p>VII. Announcements</p> <p>a. GNA Banquet</p> <p>b. APNLC: Saipan</p>	<p>May 30, 2009. Nurse-of-Year Award to be given. Have three candidates.</p> <p>-June 15-19, 2009.</p>	
<p>VIII. Adjournment</p>		<p>-Meeting adjourned at 5:20pm.</p>

COMMISSION ON NURSING LEADERSHIP

Tuesday, September 16, 2009

UOG School of Nursing Conference Room

Present: Karen Cruz (UOG/Retired, CNL Chairwoman), Kevin Hitosis (VA Clinic), Maria Salomon (UOG School of Nursing/GNA), Jennifer Cruz (GMHA), Margarita Gay (DPHSS), Lucy Iona (SNA), Lillian Perez-Posadas (Continental Airlines/GBNE), Lori Duenas (UOG/Retired), Mary Sanchez (GNA/Retired), Louise Foster(GCC).

Unable to attend: Tina Blas (Retired/GNA),

TOPIC	DISCUSSION	DECISION
I. Call to Order	The meeting was called to order by K. Cruz at 4:20pm.	
II. Roll Call/Introductions	Roll call completed.	
III. Minutes: April 21, 2009 May 19, 2009		Minutes of: - April 21, 2009 were review, approved with corrections - May 19, 2009 were reviewed and approved also with corrections.
IV. Agency Reports	<p>GPSS: L. Iona, NP and Vice President of the Association of Guam School Health Counselors, reported that Legislature has plans to redistrict the nurses and add EMTs into the school system. She stated also that the School Health Counselors are currently supervised by Bruce Williams the Safety Administrator or James Petite of GPSS. L. Iona also stated that the nurses are interested to start immunizations and increase job experience of adding 2 years of hospital experience as a job requirement. Need protocols updated and Medical Director.</p> <p>VA Clinic: K. Hitosis, NP and Nurse Manager from the VA Clinic, reported they are expanding their building and staffing; plan to open Jan. 2010. They need 4 LPNs, 1 more RN and a Psych NP to meet the demand with Post Traumatic Stress and increase veterans for long-term care of co-morbid chronic disorders. Are</p>	<p>M. Sanchez motion to assist the GPSS SHC to set the qualifications for School Health Counselors and support them to keep them in schools instead of EMTs. L. Perez-Posadas (GBNE) will check the rules of the Nurse Administrator. Recommend meeting with Senators Won Pat and Aguon on this issue.</p>

	<p>doing homevisits; using multi-disciplinary team approach.</p> <p>GCC: Admission requirements—entrance exam, essay, GPA rank. 40 PN students January 2010; 34 current students. New allied health building opening in November with federal support. Nurse Assistant program on hold for now. Students more interested in care-giving.</p> <p>UOG: 20 graduates in 2009 class; 6 of 6 passed thus far. AHEC grant application was approved.</p>	<p>Recommend two track, i.e. nurse assistant and caregiving.</p>
<p>V. Old Business:</p> <p>a. School nursing certification and coordinator</p> <p>b. APNLC report</p>	<p>a. Tabled</p> <p>b. K. Cruz reported: that CNL resolutions (no smoking in workplace and integration of mental health services into disaster plans) were presented at APNLC but not adopted. Election of New Officers were done: - the new President is Patricia Maech - the new Treasurer is Maria Salomon The next island to host the APNLC will be Palau. APNLC office located 2nd floor UOG Nursing Program. GNA Board recommending that Guam delegates to APNLC be GNA members.</p>	<p>a. Tabled</p>
<p>VI. New Business</p> <p>a. Strategies to improve nursing services</p> <p>b. EHealth Collaborative</p>	<p>a. Strategies were tabled.</p> <p>b. The EHealth Collaborative Committee stated that there is a \$25,000 grant from ARROW. (GMHA has developed a Medical Record system and are</p>	<p>a. Tabled.</p>

<p>c. Health Executives meeting</p> <p>d. Other:</p>	<p>implementing in the hospital). The Health Executives program is being used with the Naval Hospital system. And the VA Hospital has one of the best EHR program.</p> <p>c. Health Executives meeting had no GNA attendee present. Want certification program for administrators and form a chapter on Guam.</p> <p>d. J. Sinamban and M. Salomon attended Asia-Pacific Emergency Preparedness Meeting in Australia. M. Salomon emphasized that nurses should be involved with emergency management with Guam Homeland Security by taking the NIMS courses and Disaster training.</p>	
<p>b. Adjournment</p>		<p>Meeting adjourned at 5:50pm.</p>

Prepared by: Margarita B. Gay RN, MN, DPHSS, and K. Cruz.

COMMISSION ON NURSING LEADERSHIP

Tuesday, October 20, 2009

UOG School of Nursing Conference Room

Present: Karen Cruz (UOG/Retired, CNL Chairwoman), Lori Duenas (UOG/Retired), Mary Sanchez (GNA/Retired), Jennifer Cruz (GMHA), Margaret Gogue (Am Medical Clinic), Margarita Gay (DPHSS), Maria Salomon (UOG School of Nursing/GNA), Terri Voss. **Others present:** Annette Aguon, Immunization Program Coordinator, DPHSS. **Unable to attend:** Tina Blas (GNA/Retired), Lou Leon Guerrero (Private sector), Lillian Perez-Posadas (GBNE), Janice Yatar (SNA).

TOPIC	DISCUSSION	DECISION
I. Call to Order	The meeting was called to order by K. Cruz at 4:10pm.	
II. Roll Call/Introductions		
III. Minutes: September 15, 2009		Tabled.
IV. H1N1 Presentation by M. Gay and A. Aguon	First shipment of 2400 doses of intranasal vaccine received and will be for health providers. Tentative schedule for mass immunization presented. Need help to immunize. Executive Order allows LPNs and RNs with current US or Guam license to immunize. Will also allow EMT-Is and corpmen to immunize. Nursing students can immunize with instructor present. School nurses will be immunizing their students.	Volunteers are to contact M. Gay.
V. Agency Reports	<p>GMH: J. Cruz reported the second phase of the Joint Commission's review will be in 4-6 months. GMH needs RNs and nurse aides.</p> <p>UOG: M. Salomon reported that 12 of 12 graduates have passed NCLEX; eight remain to test. Three Masters prepared nurses from GMH teach clinicals which is a great help. Possibly hiring two nurses. Accreditation visit is Feb. 17-19. Nursing Advisory Committee meets Nov. 12. Need to discuss articulation.</p> <p>American Medical Clinic: M. Gogue reported they are giving H1N1 at the clinic.</p>	<p>Congratulations were extended to the nurses on their work to get accreditation.</p>

(continued p. 2)

<p>VI. Old Business:</p> <p>a. School nursing certification and coordinator</p> <p>b. EHealth Collaborative</p> <p>c. Health Care Executives meeting</p>	<p>M. Gogue reported the grant application was to be submitted by Governor's Office October 11.</p> <p>No one attended.</p>	<p>a. Tabled</p>
<p>VII. New Business</p> <p>b. Progress in meeting CNL strategic plan</p> <p>c. Strategic planning for nursing education</p> <p>d. Petition to raise tobacco tax</p>	<p>Petition distributed for signatures.</p>	<p>a. Tabled. Include key result areas on agenda to guide agency reporting.</p> <p>b. Tabled to November meeting.</p>
<p>VIII. Announcements</p> <p>a. GNA conference</p> <p>b. Diabetes conference</p>	<p>Nov. 21 at Hyatt. Theme: Safe Staffing Saves Lives.</p> <p>Nov. 8 at Hilton; can attend either am or pm session.</p>	
<p>IX. Adjournment</p>		<p>Meeting adjourned at 5:30pm.</p>

Prepared by: K. Cruz.

clinical) with classes scheduled in evenings and Saturdays; will offer program 3-4 times per year. Need a nurse instructor. Want to articulate the two high school health aide programs into the Nursing Assistant program.

C. American Medical Center (M. Gogue): Have full staffing. Was contacted by one nurse inquiring about work in Guam.

D. Guam Nursing Services (L. Urbano): Two issues of concern are: a) reimbursement for Medicare and b) quality initiatives. Medicare will not reimburse for undocumented services and "never events". Another problem is when a client plan of care is not well developed or followed. It is expected that home health agencies will be reviewed by Medicare in 2010 and there could be an adverse impact due to cuts in reimbursement. Dr. Salomon indicated one of the research projects of the nursing students is on falls prevention at GMHA.

Recommendations: GMHA could do more to help educate nurses regarding Medicare requirements. Prepare nursing students regarding documentation. Home health agencies need to review their whole process from admission to discharge.

E. Health Services of the Pacific (A. Gurusamy): It's a challenge to recruit nurses and have consistent staffing. Are using military dependents and expect these nurses will compete with local nurses for jobs in the future. A team approach is used whereby RNs are case managers who oversee LPNs, CNAs, and HHAs and cover a geographic area. Medicare's Quality Initiatives (wound care, falls prevention, catheter care) is a big issue to maintain accreditation. Hospice agency is slowly growing as hospice care is not readily understood by the community. Required to have volunteers (5%) for hospice in addition to nurses, social worker, and spiritual counselor. CNAs are recertified every two years. Have CE provider number and offer continuing education to staff using Webinar.

F. SurgiCenter (C. Tanner): Radiation oncology is opening in 2010; will have oncologist and two other staff. Need radiation techs; training would be offered. The Health Executives meeting is focused on education to improve health administration on island. Plan to have Guam as a subunit of Hawaii Health Executives organization.

Recommendations: Do more education of nurses after their RN, i.e. specialty certification. Welcome research projects. UOG could proctor national exams. Could share nurse resumes; need to know how. Encourage nursing staff to attend CNL.

G. School Nurses Association (L. Iona). GPSS has a part-time School Health Coordinator position. Need to have a nurse supervise school nurses. T. Blas stated that GBNE regulations require a Nurse Administrator to supervise nurses/nursing services.

It was moved by T. Blas that GBNE and CNL inform GPSS as to the requirements for a Nurse Administrator at GPSS; seconded by M. Gogue; motion carried. M. Hattori-Uchima indicated she could bring issue to GBNE at November 19 meeting.

clinical) with classes scheduled in evenings and Saturdays; will offer program 3-4 times per year. Need a nurse instructor. Want to articulate the two high school health aide programs into the Nursing Assistant program.

C. American Medical Center (M. Gogue): Have full staffing. Was contacted by one nurse inquiring about work in Guam.

D. Guam Nursing Services (L. Urbano): Two issues of concern are: a) reimbursement for Medicare and b) quality initiatives. Medicare will not reimburse for undocumented services and “never events”. Another problem is when a client plan of care is not well developed or followed. It is expected that home health agencies will be reviewed by Medicare in 2010 and there could be an adverse impact due to cuts in reimbursement. Dr. Salomon indicated one of the research projects of the nursing students is on falls prevention at GMHA.

Recommendations: GMHA could do more to help educate nurses regarding Medicare requirements. Prepare nursing students regarding documentation. Home health agencies need to review their whole process from admission to discharge.

E. Health Services of the Pacific (A. Gurusamy): It’s a challenge to recruit nurses and have consistent staffing. Are using military dependents and expect these nurses will compete with local nurses for jobs in the future. A team approach is used whereby RNs are case managers who oversee LPNs, CNAs, and HHAs and cover a geographic area. Medicare’s Quality Initiatives (wound care, falls prevention, catheter care) is a big issue to maintain accreditation. Hospice agency is slowly growing as hospice care is not readily understood by the community. Required to have volunteers (5%) for hospice in addition to nurses, social worker, and spiritual counselor. CNAs are recertified every two years. Have CE provider number and offer continuing education to staff using Webinar.

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It was moved by T. Blas that GBNE and CNL inform GPSS as to the requirements for a Nurse Administrator at GPSS; seconded by M. Gogue; motion carried. M. Hattori-Uchima indicated she could bring issue to GBNE at November 19 meeting.

There are two high schools without a nurse. Coverage is done by other school nurses on a rotating basis. Senator Won Pat is having meetings without school nurses to discuss replacing school nurses with EMTs. Dr. Salomon reported that she and K. Cruz were invited to meet with the Senator who presented the idea of moving school nurses to PH. M. Gay said she was asked by PH Director to provide information and reviewed school nursing approaches in the U.S. and Guam. Approaches include: one school nurse per district, school nurses under PH, school nurses including home visiting in their duties during or after school hours.

Recommendations: Have a school nurse administrator at GPSS. Ensure school nurse competencies through further education. Establish protocols. Come to an agreement as to the value of school nurses. Use CNL as an advisory body and advocate. Inform the Union as to the issues.

H. Public Health Nursing (M. Gay). Below 50% nursing shortage. Reduced immunization outreaches and number of clients served in clinics. Received a grant to provide mental health screening services for children 0-5 years of age. H1N1 campaign is underway; assisting schools to immunize. Continuing to do health screenings. Need budget for unfunded positions. Not many RNs are applying for the few positions being recruited.

Recommendations: Use team approach headed by RN with community health workers (CHW) and/or LPNs with added community health training. Home visiting by school nurses who could also use CHW or CNAs. Insist that vacant PH nursing positions not be defunded.

I. Dept of Labor (P. Topasna): There will be a workforce summit November 30-December 2. A regional perspective will be taken and will focus on workforce needs and education.

V. Announcement: Guam Nurses Association conference, Nov. 21 at Hyatt; will offer 5.5 CEUs.

VI. Adjournment: 6:30 p.m.

Recorder: K. Cruz

**Commission on Nursing Leadership Meeting
Tuesday December 15, 2009
Conference Room, UOG School of Nursing and Health Sciences**

Present: Karen Cruz (Retired/UOG), Margaret Gogue (AMC), Lori Duenas (Retired/UOG), Kevin Hitosis (VA), Margarita Gay (DPHSS).

Unable to be Present: Maria Salomon (UOG).

TOPIC	DISCUSSION	DECISION
I. Call to Order	The meeting was called to order at 4:15 pm by Ms. Karen Cruz	
II. Role Call/Introductions	Done	
III. Minutes	Minutes of November 17, 2009.	Motion by M. Gogue to approve; seconded by K. Hitosis; motion carried.
IV. Agency Reports/Updates		
A. University of Guam	Dr. Salomon reported via email that the Class of 2009 pass rate was currently 93%. Admission for Spring 2010 is set for 34 students. Have two new faculty and expecting another in January. NLNAC reviewers will be meeting with community stakeholders on Feb. 18 at 1630-1730 in reference to accreditation.	
B. Public Health	M. Gay reported two interviews for new nurses are pending. Completed H1N1 immunizations at four GPSS locations. Need more help from school nurses. GovGuam employees can be paid for helping. Immunized 776 at UOG fieldhouse Dec. 5. Starting registry of nurses that can be used for emergency preparedness. Need more education about nurses role in emergency response.	
C. Veterans Clinic	K. Hitosis stated the GNA conference continuing education units are not meeting the needs of advanced practice nurses. Need CEs that focus on diagnostics and pharmacologic interventions. Concern regarding prescriptive authority for NPs for controlled substances; currently NPs cannot get a DEA number. Need to inform Dept. of Justice of new Guam rules. Other problems are in getting needed collaborative agreements with doctors and physician preceptors to complete practicum experience.	K. Hitosis to initiate a letter to GNA and GBNE regarding issues of concern.
(Continued p. 2)		

<p>D. Other</p>	<p>L. Duenas reported attending the education summit and noted there is a lack of consistency and communication across public schools from management to nurses to parents.</p>	
<p>V. Old Business A. School Nurse Administrator</p> <p>B. EHealth Collaborative</p> <p>C. Health Executives Meeting</p>	<p>K. Cruz reported that a letter from GNA/CNL was sent to GPSS Superintendent December 3 emphasizing the need for a School Nurse Administrator. GBNE and School Nurses Association were given a copy.</p> <p>The federal government is putting electronic records as a priority for Maternal Child Health according to M. Gay. Question whether the efforts of Community Health Centers to have an electronic record system will fit with plans of EHealth.</p> <p>M. Gogue reported CDR Gantt, Director of Nursing Services, Naval Hospital Guam, presented at the last meeting. Next meeting is in January.</p>	
<p>VI. New Business A. Strategic Planning for Nursing Education B. Issues of concern for 2010</p>		<p>New business was tabled to next meeting.</p>
<p>VII. Announcements A. H1N1 Mass Immunization</p> <p>B. New GNA Officers</p> <p>C. Next meeting</p>	<p>December 19 at UOG fieldhouse.</p> <p>Bernadette Santos, President Mercedita Macalino, Treasurer Carla Haddock, Director-at-large Dave Hendricks, Director-at-large Tina Blas, Director-at-large</p> <p>January 19, 2010</p>	
<p>VII. Adjournment</p>	<p>Meeting was adjourned at 5:35 pm.</p>	