



OFFICE OF THE GOVERNOR
TERRITORY OF GUAM

OFFICE OF THE GOVERNOR	
Date:	3/6/96
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Received By:	WJ
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MAR 06 1996

REFER TO
LEGISLATIVE SECRETARY

The Honorable Don Parkinson
Speaker
Twenty-Third Guam Legislature
424 West O'Brien Drive
Julale Center - Suite 222
Agana, Guam 96910


OFFICE OF THE LEGISLATIVE SECRETARY	
ACKNOWLEDGMENT RECEIPT	
Received By:	Heefin
Time:	11:34
Date:	3/6/96

Dear Speaker Parkinson:

Enclosed please find a copy of Substitute Bill No. 352 (LS), "AN ACT TO AMEND 10 GCA §12307, RELATIVE TO PROVIDING ADDITIONAL CRITERIA TO NURSE LICENSURE BY ADDING CONTINUING EDUCATION UNITS AS A MEANS FOR VALIDATING RE-LICENSURE", which I have signed into law today as **Public Law No. 23-75**.

This amendment allows the Guam Board of Nurse Examiners to consider Continuing Education Units (CEU) to validate re-licensure to continue or re-enter nursing practice. Presently, there are qualified nurses who could be working except that the Guam Board of Nurse Examiners is not authorized to consider Continuing Education Units. This will allow more qualified nurses to attain licensure.

Very truly yours,


Madeleine Z. Bordallo
Acting Governor of Guam

Attachment

231020

TWENTY-THIRD GUAM LEGISLATURE
1996 (SECOND) Regular Session

This is to certify that Substitute Bill No. 352 (LS), "AN ACT TO AMEND 10 GCA §12307, RELATIVE TO PROVIDING ADDITIONAL CRITERIA TO NURSE LICENSURE BY ADDING CONTINUING EDUCATION UNITS AS A MEANS FOR VALIDATING RE-LICENSURE," was on the 22nd day of February, 1996, duly and regularly passed.




D. PARKINSON
Speaker

Attested:



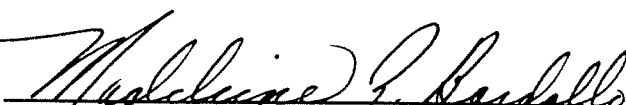
JUDITH WON PAT-BORJA
Senator and Legislative Secretary

This Act was received by the Governor this 23 day of February,
1996, at 6:20 o'clock P.M.



Assistant Staff Officer
Governor's Office

APPROVED:



MADELEINE Z. BORDALLO
Acting Governor of Guam

Date: March 6, 1996

Public Law No. 23-75

TWENTY-THIRD GUAM LEGISLATURE
1995 (FIRST) Regular Session

Bill No. 352 (LS)

As substituted by the Committee on
Health, Welfare & Senior Citizens

Introduced by:

L. Leon Guerrero
J. Won Pat-Borja
H. A. Cristobal
F. E. Santos
E. Barrett-Anderson
A. R. Unpingco
A. C. Blaz
F. P. Camacho
A. C. Lamorena V
T. S. Nelson
T. C. Ada
J. P. Aguon
J. M. S. Brown
M. C. Charfauros
M. Forbes
C. Leon Guerrero
S. L. Orsini
V. C. Pangelinan
D. Parkinson
A. L. G. Santos

AN ACT TO AMEND 10 GCA §12307, RELATIVE TO
PROVIDING ADDITIONAL CRITERIA TO NURSE
LICENSURE BY ADDING CONTINUING EDUCATION
UNITS AS A MEANS FOR VALIDATING RE-
LICENSURE.

- 1 **BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:**
2 **Section 1. Legislative Intent.** The Nurse Practice Act and the Guam
3 Board of Nurse Examiner's rules and regulations do not allow for nurses

1 who are not actively practicing to use Continuing Education Units (CEU) as a
2 means of validating their re-licensure in order to continue or re-enter nursing
3 practice. There are many nurses on island who are precluded from re-
4 entering the practice because of this restriction. This pool of nurses can be
5 tapped on to reduce the critical nursing shortage Guam is experiencing.

6 **Section 2.** Items (11) to (18) of subsection (b) of Section 12307, Article 3,
7 Chapter 12, Title 10, Guam Code Annotated, as codified prior to enactment of
8 this Act, are renumbered (12) to (19).

9 **Section 3.** A new item (11) is added to Subsection (b) of Section 12307,
10 Article 3, Chapter 12, Title 10, Guam Code Annotated, to read:

11 "(11) use Continuing Education Units (CEU) to validate re-
12 licensure to continue or re-enter nursing practice."

TWENTY-THIRD GUAM LEGISLATURE

1996 (SECOND) Regular Session

Date: 2/22/96

VOTING SHEET

Bill No. 352

Resolution No. _____

Question: _____

NAME	YEAS	NAYS	NOT VOTING/ ABSTAINED	ABSENT/ OUT DURING ROLL CALL
ADA, Thomas C.	✓			
AGUON, John P.	✓			
BARRETT-ANDERSON, Elizabeth	✓			
BLAZ, Anthony C.	✓			
BROWN, Joanne S.	✓			
CAMACHO, Felix P.	✓			
CHARFAUROS, Mark C	✓			
CRISTOBAL, Hope A.	✓			
FORBES, MARK	✓			
LAMORENA, Alberto C., V	✓			
LEON GUERRERO, Carlotta	✓			
LEON GUERRERO, Lou	✓			
NELSON, Ted S.	✓			
ORSINI, Sonny L.	✓			
PANGELINAN, Vicente C	✓			
PARKINSON, Don	✓			
SAN AGUSTIN, Joe T.			✓	
SANTOS, Angel L. G.	✓			
SANTOS, Francis E.	✓			
UNPINGCO, Antonio R.	✓			
WONPAT-BORJA, Judith	✓			

TOTAL 20 0 1 0

CERTIFIED TRUE AND CORRECT:

Recording Secretary *A. Escobar*



TWENTY-THIRD
GUAM LEGISLATURE

324 W. SOLEDAD AVENUE
AGAÑA, GUAM 96910

TEL: (671) 472-3543/44/45
FAX: (671) 472-3832

SENATOR LOU LEON GUERRERO, RN, MPH

CHAIRPERSON

COMMITTEE ON HEALTH, WELFARE, AND SENIOR CITIZENS

16 January 1996

The Honorable
Don Parkinson
Speaker, 23rd Guam Legislature
Agana, Guam

via: Committee on Rules

Dear Mr. Speaker:

The Committee on Health, Welfare & Senior Citizens to which was referred Bill 352, AN ACT TO PROVIDE ADDITIONAL CRITERIA FOR VALIDATING COMPETENCY IN THE NURSING PRACTICE BY ADDING A NEW ITEM (11) TO 10 GCA §12307, has had the same under consideration and reports Substitute Bill 352 AN ACT TO PROVIDE ADDITIONAL CRITERIA TO NURSE LICENSURE BY ADDING CONTINUING EDUCATION UNITS AS A MEANS FOR VALIDATING RE-LICENSURE, **To Do Pass As Subsited.**

Votes of committee members are as follows:

- To Pass
- Not To Pass
- To The Inactive File
- Abstained
- Off-Island
- Not Available


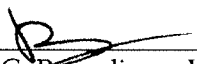
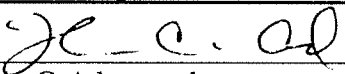
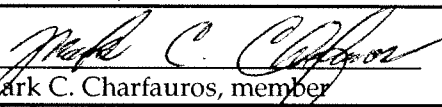
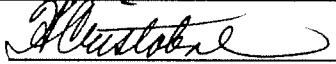
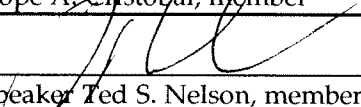
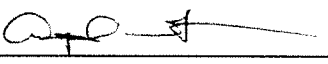
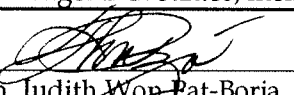
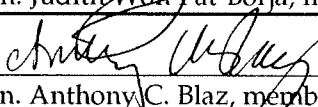
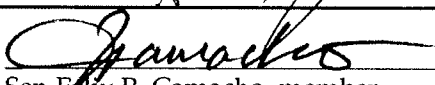
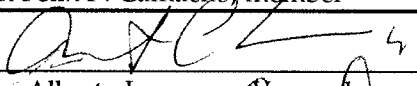
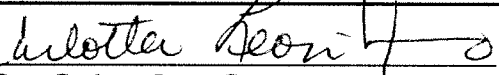
Sincerely,

Lou Leon Guerrero, RN, MPH
attachments

**Committee On Health, Welfare, And Senior Citizens
VOTE SHEET**

on

Substitute Bill 352, AN ACT TO PROVIDE ADDITIONAL CRITERIA TO NURSE
LICENSURE BY ADDING CONTINUING EDUCATION UNITS AS A MEANS FOR
VALIDATING LICENSURE.

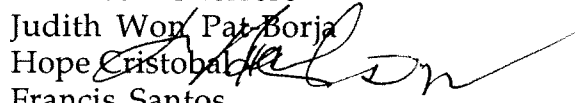
COMMITTEE MEMBER	TO PASS	NOT TO PASS	ABSTAIN	INACTIVE FILE
 Sen. Lou Leon Guerrero, RN, MPH, Chair	✓			
 Sen. Ben C. Pangelinan, Vice Chair	✓			
 Sen. Tom C. Ada, member	✓			
 Sen. Mark C. Charfauros, member	✓			
 Sen. Hope A. Cristobal, member	✓			
 Vice Speaker Ted S. Nelson, member	✓			
 Sen. Angel L.G. Santos, member	✓			
 Sen. Judith Won Pat-Borja, member	✓			
 Sen. Anthony C. Blaz, member	✓			
 Sen Felix P. Camacho, member	✓			
 Sen. Alberto Lamorena, member	✓			
 Sen. Carlotta Leon Guerrero, member	✓			

**TWENTY-THIRD GUAM LEGISLATURE
1995 (First) Regular Session**

Bill NO. 352

As substituted by the
Committee on Health, Welfare & Senior Citizens

Lou Leon Guerrero
Judith Won Pat Borja
Hope Cristobal
Francis Santos
Elizabeth Barrett-Anderson
Antonio Unpingco



ACUBA Z
EP CAMACHO T. LAMONCA R

AN ACT TO PROVIDE ADDITIONAL CRITERIA
TO NURSE LICENSURE BY ADDING CONTINUING
EDUCATION UNITS AS A MEANS FOR
VALIDATING RE-LICENSURE

BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:

1 Section 1. Legislative Intent. The Nurse Practice Act and the Guam Board
2 of Nurse Examiner's rules and regulations do not allow for nurses who are not
3 actively practicing to use Continuing Education Units (CEU) as a means of
4 validating their re-licensure in order to continue or re-enter nursing practice.
5 There are many nurses on island who are precluded from re-entering the practice
6 because of this restriction. This pool of nurses can be tapped on to reduce the
7 critical nursing shortage Guam is experiencing.

8 Section 2. Items (11) to (18) of subsection (b) of Section 12307, Article 3,
9 Chapter 12, Title 10, Guam Code Annotated, as codified prior to enactment of this
10 Act, are renumbered (12) to (19).

11 Section 3. A new item (11) is added to subsection (b) of Section 12307,
12 Article 3, Chapter 12, Title 10, Guam Code Annotated, to read:

13 "(11) use Continuing Education Units (CEU) to validate re-licensure
14 to continue or re-enter nursing practice. "
15
16

TWENTY-THIRD GUAM LEGISLATURE
1995 (First) Regular Session

Bill No. 352
Introduced by:

Lou Leon Guerrero *LLG*
Judy Won Pat-Borja *JWP*
Hope Cristobal *HC*
Francis Santos *FS*
Elizabeth Barrett-Anderson *EBA*
Tony Unpingco *TU*

**AN ACT TO PROVIDE ADDITIONAL CRITERIA
FOR VALIDATING COMPETENCY IN THE
NURSING PRACTICE BY ADDING A NEW ITEM
(11) TO 10 GCA §12307.**

BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF
GUAM:

1 **Section 1. Legislative Intent.** The Nurse Practice Act and
2 the Guam Board of Nurse Examiner rules and regulations do
3 not allow for nurses who are not actively practicing to use
4 Continuing Education Units (CEUs) as a means of validating
5 continued competency in order to continue or re-enter nursing
6 practice. There are many nurses on island who are precluded
7 from re-entering the practice because of this restriction. This
8 pool of nurses can be tapped on to reduce the critical nursing
9 shortage Guam is experiencing.

10 **Section 2.** Items (11) to (18) of subsection (b) of §12307,
11 Article 3, Chapter 12, Title 10, Guam Code Annotated, as
12 codified prior to enactment of this Act, are renumbered (12) to
13 (19);"

14 **Section 3.** A new item (11) is added to subsection (b) of
15 §12307, Article 3, Chapter 12, Title 10, Guam Code Annotated,
16 to read:

17 “(11) use Continuing Education Units (CEUs) to
18 validate competency to continue or re-enter nursing practice.”
19



BUREAU OF BUDGET & MANAGEMENT RESEARCH
OFFICE OF THE GOVERNOR, Post Office Box 2950, Agaña, Guam 96910

CARL T.C. GUTIERREZ
GOVERNOR

MADELEINE Z. BORDALLO
1ST DEPUTY GOVERNOR

JOSEPH E. RIVERA
DIRECTOR

FRANCES J. BALAJADIA
DEPUTY DIRECTOR

The Bureau requests that Bill No(s). 352 be granted a waiver pursuant to Public Law 12-229 for the following reasons:

The bill is administrative in nature and has no fiscal impact on the General Fund.

Frances Balajadia
JOSEPH E. RIVERA
Acting



**COMMITTEE ON HEALTH, WELFARE & SENIOR CITIZENS
COMMITTEE REPORT
ON**

**BILL #352 AN ACT TO PROVIDE ADDITIONAL CRITERIA FOR
VALIDATING COMPETENCY IN THE NURSING PRACTICE
BY ADDING A NEW ITEM (11) TO 10 GCA SECTION 12307**

PREFACE

The Committee on Health, Welfare & Senior Citizens convened on Friday, October 20, 1995 at 2:30pm in the Legislature Public Hearing Room to receive testimony on Bill #352. The hearing was called to order by the Chairperson, Senator Lou Leon Guerrero. Senator Ben Pangelinan, Vice-Chairperson and Senator Carlotta Leon Guerrero were also present.

PURPOSE

This legislation was heavily solicited by the Guam Board of Nurse Examiners ("GBNE"). The intent of the bill is to allow GBNE to use continuing education units ("CEU's) as a means of validating competency in order to continue or re-enter the nursing profession.

DISCUSSION

Present to give written and/or oral testimony were: Roger Cauley, Chairman, Guam Nurses Association ("GNA") Legislative Committee, Mrs. Tina Blas who represented herself, Ms. Margaret Gay, representing herself, Ms. Helen Ripple, Administrator of Guam Memorial Hospital and Dr. Barbara Brown, editor of Nursing Administration Quarterly and invitee to Guam by Ms. Helen Ripple.

Mrs. Teofila Cruz submitted written testimony on behalf of GBNE.

Senator Lou Leon Guerrero stated that the GBNE and the GNA have constantly debated over the competency question and who should measure or judge competency. Is knowledge competency enough versus the clinical competency? The Senator is of the position that competency should be measured at the employer's level - at the level of where the nurse works. It is the opinion of the Senator that GBNE's role is to safeguard the community by making sure that the applicant's requirements meet the qualified standards. GBNE has, in the past, put in stringent rules and regulations that, at times, obstruct or sometimes deter nurses from being licensed on Guam because of clinical competency. Is the solution to go towards continuing education as

some kind of measurement that approves this individual based on clinical performance?

Senator Lou Leon Guerrero supports the concept that CEU's are needed to ensure that the applicant has the knowledge or is up to date in the nursing profession and translate that into clinical performance at the site of employment.

Dr. Barbara Brown stated that there are two factors in measuring competency (1) CEU's and (2) certificate exams. There should be more focus on the clinical specifications. Clinical testing should NOT be GBNE's responsibility - it is the employer's responsibility.

Mrs. Helen Ripple added that she agreed that competency should be determined in the environment. It is the responsibility of the employer to orient its employee.

Senator Carlotta Leon Guerrero asked if there were risks involved when having the employer determine competency. Mrs. Ripple responded that this is why the employer does competency tests and evaluation, so that the employee may have to demonstrate their skills. Dr. Brown mentioned that a probationary period to evaluate "hands on" performance is also done by the employer.

Mrs. Tina Blas felt that the GBNE is responsible for the initial step for licensure - it is up to the employers and individuals to maintain level of competency, unless there becomes a question of incompetency. Then the GBNE will investigate accusations.

Ms. Margaret Gay stated that Public Health's manual for nurses state that each nurse is responsible for their ongoing CEU's to assure scientific knowledge and skills to be performed. She supports requiring CEU's for new license and re-entry of the nursing profession. However, it is very difficult to measure competency.

Senator Lou Leon Guerrero stated that once this bill is signed, the GBNE would create the rules and regulations. In these rules and regulations, the questions of number of CEU's required and how monitored will be addressed. In previous years, it was difficult for a nurse to get CEU's - now it is more available and easier to accomplish. She further feels that there should be a mandate that ALL licensed nurses become members of the GNA to be informed of CEU's available on Guam.

Senator Ben Pangelinan commented that competency should not be used as a basis for CEU's.

COMMITTEE FINDINGS

After discussion of written and oral testimonies, it is the finding of the Committee that GBNE is to exclude the word "competency" as a basis for CEU's.

The new title of Bill #3352 will read as follows:

**AN ACT TO PROVIDE ADDITIONAL CRITERIA
TO NURSE LICENSURE BY ADDING CONTINUING
EDUCATION UNITS AS A MEANS FOR VALIDATING
LICENSURE.**

RECOMMENDATION

The Committee on Health, Welfare & Senior Citizens recommends **TO DO PASS** as substituted by the Committee.

BILL 352

The undersigned have appeared and/or submitted testimony to the Committee on Health, Welfare & Senior Citizens on Bill 352, AN ACT TO PROVIDE ADDITIONAL CRITERIA FOR VALIDATING COMPETENCY IN THE NURSING PRACTICE BY ADDING A NEW ITEM (11) TO 10 GCA §12307.

Name ✓ Roger Cauley
Representing GUAM NURSES ASSOCIATION
Address/Phone P.O. BOX 8365 Tamuning Guam 96931

Name TINA T. BLAS
Representing Self
Address/Phone 280 Rte 16, Ste 101 Bani-gada

Name MARGARITA B GAY
Representing Self
Address/Phone 1262 Agaña GU 96910

Name _____
Representing _____
Address/Phone _____

Name _____
Representing _____
Address/Phone _____

Name _____
Representing _____
Address/Phone _____

Name _____
Representing _____
Address/Phone _____

Name _____
Representing _____
Address/Phone _____

The undersigned have appeared and/or submitted testimony to the Committee on Health, Welfare & Senior Citizens on Bill 352, AN ACT TO PROVIDE ADDITIONAL CRITERIA FOR VALIDATING COMPETENCY IN THE NURSING PRACTICE BY ADDING A NEW ITEM (11) TO 10 GCA §12307.

Name Helen B Ruppel
Representing GMA
Address/Phone 646-5801

Name Barbara J Brown RNED, FAAN, FNAP, CNAH
Representing GMA visitor
Address/Phone 646-5801

Name _____
Representing _____
Address/Phone _____

Name _____
Representing _____
Address/Phone _____

Name _____
Representing _____
Address/Phone _____

Name _____
Representing _____
Address/Phone _____

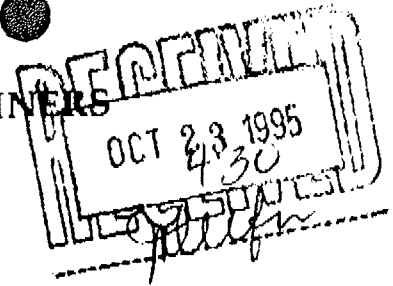
Name _____
Representing _____
Address/Phone _____

Name _____
Representing _____
Address/Phone _____



GUAM BOARD OF NURSE EXAMINERS

P.O. BOX 2816
AGANA, GUAM 96910



10/20/95

Bill No 352, An act to provide additional criteria for validating competency in the Nursing Practice by adding a new item (11) to 10 GCA §12307, Article 3, Chapter 12.

Madam Chairman and members of the Committee on Health, Welfare, and Senior Citizens, my name is Teofila P. Cruz, Administrator of the Guam Board of Nurse Examiners. Increasingly, consumer advocates challenge licensing bodies to assure the public that continuing competence is an accompanying factor in continuing licensure. The issue of competence has become one of the most controversial topics in meetings, health care settings, classrooms, forums and legislatures in Guam and around the country. Competence has been discussed in relation to consumer protection, quality assurance, continued competence, the effects of disability on practice, and the disciplinary process. Madam Chairman and members of the committee, for boards of nursing, the driving force underlying this debate is the obligation to protect the public through the development and enforcement of reasonable and uniform standards for nursing education and practice. The public perceives that "a current license means current competence" while the reality is "a current license means that at the point of entry the nurse demonstrated competence through graduation from a nursing education program and NCLEX, and has maintained an unencumbered license." Continued competence mechanisms, e.g. continuing education, may be involved in maintaining a license, but does this mean equal competence assurance?

The Guam Board of Nurse Examiners is in support of the intent of the proposed amendment 10 GCA, Article 3, Chapter 12, §12307 and may have been instrumental in the solicitation to include continuing education as one of the methods to validate "competency". *Bill 352* added a new item (11) to §12307 (b) which may be interpreted as an additional requirement. The following changes to the amendment is recommended to add to item (10) "... or re-enter practice may include nursing continuing education units.

The Guam Board of Nurse Examiners Administrative Rules and Regulations, Article 1, Section 23: Continued Competency Requirements states:

- "A. Nurses shall submit to the Board evidence that they actively practice nursing a minimum of four months within the renewal period to be eligible for license renewal or endorsement.
- B. Nurses who do not meet the above (A.) requirements, upon submission of the required documents, shall be issued a conditional license for a period of 6 (six) months of supervised nursing experience. A satisfactory evaluation of the experience shall be submitted to the Board for approval, prior to issuance of a full license." (Attachment A)

At the time of the writing of the Board's administrative rules and regulations in 1988, the above requirements were consistent with the national level. The Board felt it was necessary to establish "some" guidelines to determine competency which generally stated "practice" requirements. The requirements as stated did not include continuing education (CE) hours because CE's were not readily available or provided in Guam. Unlike physicians or dentists, nurses are not as financially healthy to travel off-island to attend CE's.

Throughout the years some nurses felt these rules and regulations were discriminatory, that one must be continuously working as a nurse to maintain their license. Does competence mean working as a nurse? The NCSBN (April 1995) defined competence as "the ability of a nurse to apply interpersonal, decision-making, and psychomotor skills at the level of knowledge expected for the nurse's current nursing practice role". Competence is universal in concept but is specific in application. The standards for competence determined by the Board is when a nurse:

1. Apply knowledge and skills at the level required for a particular practice situation.
2. Implement personal guidelines reflective of professional, ethical and legal standards of practice.
3. Assure that clients' welfare prevails, and empower clients to participate in health care decisions and outcomes.
4. Implement professional development activities needed for nursing practice decisions and actions.
5. Demonstrate responsibility and accountability for nursing practice decisions and actions.
6. Exercise sound nursing judgment.
7. Use collaborative and interdependent activities to coordinate client health care.
8. Acknowledge the effect of a nurse's cognitive and functional abilities on the nurse's practice.

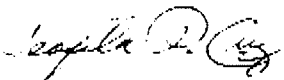
In 1994, the National Council of State Boards of Nursing, Inc., Nursing Practice and Education Committee, conducted a survey to monitor the use of continued competency mechanisms which included the use of peer review and measurement of continued competency mechanisms by boards of nursing. Sixty-two (62) Member Boards responded to the questionnaire with the following results: (Attachment B)

- ◆ No Member Boards reported the use of peer review or client review;
- ◆ Twenty-eight (28) Member Boards reported the use of periodic refresher courses, with various conditions, for reentry into active practice after a prolonged absence from practice;
- ◆ Twenty-six (26) Member Boards reported the use of continuing education mechanisms;
- ◆ Four (4) Member Boards reported the use of a competency mechanism; and

- ◆ Twenty-four (24) Member Boards reported the use of a minimum practice requirement for renewal of license. The continued competence mechanisms being used the most, continue to be refresher courses, continuing education and practice requirements.

It is therefore concluded that although the Board recommended the amendment to 10 GCA, the Board believes that the amendment is more appropriate in the administrative rules and regulations, rather than with 10 GCA.

Thank you for allowing us to submit our testimony regarding this issue.



Teofila P. Cruz

Attachments

for RN and LPN. A minimum cumulative score of 350 for LPN.

- d. Before January 1951 (before the implementation of a national nursing exam) successfully wrote a state-constructed examination with the established passing score in the original state of licensure, and such license has never lapsed.
- 2. Canadian nurse graduates who:
 - a. Were licensed between 1949-1974 and are currently licensed in a state or territory of the United States, or successfully wrote NLN-SBTPE with a minimum score of 350 in each of the 5 nursing areas.
 - b. Were licensed after 1971 shall be considered as a foreign nurse graduate.
- 3. Foreign Nurse Graduates who:
 - a. Were licensed in the Territory of Guam prior to May 1, 1970 and are currently licensed and active in the practice nursing.
 - b. Were licensed by examination (NLN-SBTPE or NCLEX after May 1, 1970

D. Licensure by equivalency for practical nurses
 An applicant for practical nurse licensure by endorsement based on equivalency must meet the following requirements:

- 1. Have successfully written the national licensure examination, and
- 2. Hold a license in another state or territory of the U.S. based on successful completion of course content and clinical experience equivalent to an approved practical nursing program and furnish evidence thereof, and
- 3. Submit official transcript/course description that the minimum nursing courses completed include the following:

a. Subject	<u>Theory Hrs</u>	<u>Clinical Hrs</u>
Medical/Surgical Nursing Including Fundamentals	100	300
Pediatric Nursing	30	90
Obstetric Nursing	30	90
Pharmacology	20	20
Mental Health Concepts	30	30
Total:	210	210
b. Support Courses		
Anatomy & Physiology	5 qtr hrs/3 semester hours	
Microbiology	5 qtr hrs/3 semester hours	
Nutrition	3 qtr hrs/2 semester hours	
Growth & Development	5 qtr hrs/3 semester hours	
Psychology	5 qtr hrs/3 semester hours	

- c. Grades on the above courses must be a "C" or better.
- 4. Be able to demonstrate fluency in speaking, writing and comprehension of the English language.
- 5. Demonstrate continued competency.

SECTION 22: SPECIAL LICENSURE SITUATIONS

- A. Nurses transporting patients in and out of Guam shall be currently licensed in the jurisdiction in which they are employed.
- B. Nurses from other U.S. jurisdictions or its territories attending or providing short (90 days or less) continuing education courses or participating in clinical preceptorship experiences shall hold a current license to practice in at least one U.S. jurisdiction or its territories.
- C. Licensed nurses from other U.S. jurisdictions or its territories who provide care during an official declared emergency or disaster situation shall not be required to obtain a Guam license to practice nursing.

SECTION 23: CONTINUED COMPETENCY REQUIREMENTS

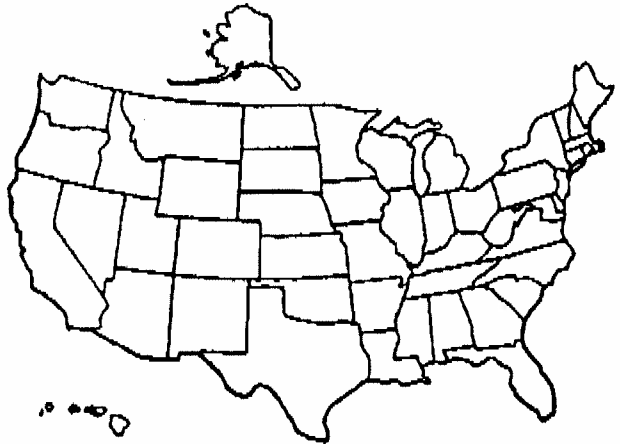

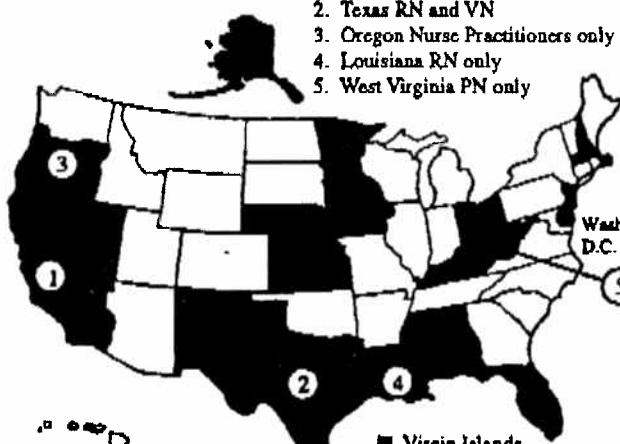
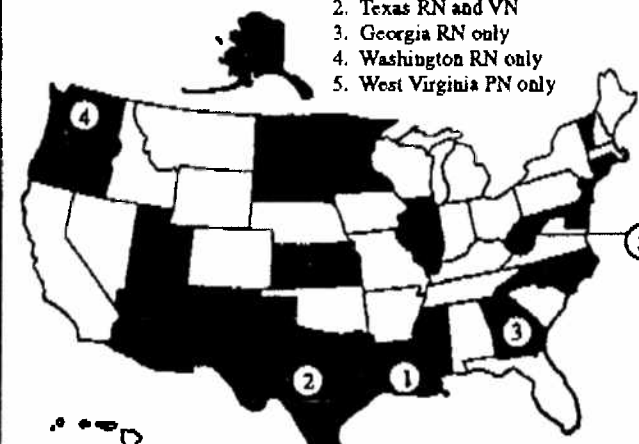

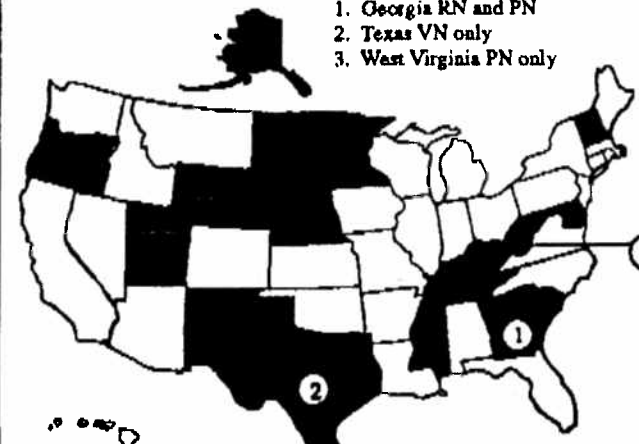
- A. Nurses shall submit to the Board evidence that they actively practiced nursing a minimum of four months within the renewal period to be eligible for license renewal or endorsement.
- B. Nurses who do not meet the above (A.) requirements, upon submission of the required documents, shall be issued a conditional license for a period of 6 (six) months of supervised nursing experience. A satisfactory evaluation of the experience shall be submitted to the Board for approval, prior to issuance of a full license.
- C. Nurses who have not been actively practicing nursing five years or more and are unable to document yearly two months of licensed practice during the five (5) years immediately preceding the date of application shall satisfactorily complete a formal refresher program approved by the Board to include theory and 160 hrs. of clinical learning under the direct supervision of an RN, before resuming active practice. An evaluation, of the clinical experience, shall be submitted to the Board.
- D. Nurses moving from one specialty area to another or from a general area to a specialty area shall complete a formal refresher program which reflects knowledge and skills necessary to maintain competency in the respective area.
- E. Nurses participating in either a formal refresher program shall apply for a temporary work permit. They shall be subject to the same requirements as new graduates.

SECTION 24: RENEWAL OF LICENSE

- A. Registered and Practical nurse licenses shall be renewed biennially by September 30 of odd numbered years.
- B. The licensee shall submit to the Board a completed renewal application form, verification of continuing competency as requested, renewal fee and other required documents, on or before the expiration date of the license.

(Attachment B)

Table I. Continued Competency Mechanisms

 <p style="text-align: center;">Peer Review</p>	 <p style="text-align: center;">Competency Examination</p> <p>■ American Samoa</p>
 <p style="text-align: center;">Continuing Education</p> <ol style="list-style-type: none"> 1. California RN and VN 2. Texas RN and VN 3. Oregon Nurse Practitioners only 4. Louisiana RN only 5. West Virginia PN only <p>■ Virgin Islands ■ Puerto Rico</p> <p>■ Northern Mariana Islands</p>	 <p style="text-align: center;">Periodic Refresher Course</p> <ol style="list-style-type: none"> 1. Louisiana RN and PN 2. Texas RN and VN 3. Georgia RN only 4. Washington RN only 5. West Virginia PN only <p>■ Virgin Islands ■ American Samoa ■ Guam</p>
 <p style="text-align: center;">Client Review</p>	 <p style="text-align: center;">Minimum Practice Requirements</p> <ol style="list-style-type: none"> 1. Georgia RN and PN 2. Texas VN only 3. West Virginia PN only <p>■ Virgin Islands ■ American Samoa ■ Guam</p>



Guam Nurses' Association

P. O. Box CG, Agana, Guam 96910

October 20 1995

Committee On Health and Senior Citizens
Senator Lou Leon Guerrero, RN, MPH, Chairperson
Twenty-Third Guam Legislature
324 W. Soledad Avenue
Agana, Guam 96910

Good Afternoon Madam Chair and Members of the Committee On Health and Senior Citizens.

My name is Roger Cauley, I am the Chairman of the Guam Nurses Association Committee on Legislation. I am here today to testify for Guam Nurses Association Board of Directors and our members. Guam Nurses Association is in favor of Bill 352,

An Act to Provide additional Criteria For Validating Competency In the Nursing Practice By Adding A New Item (11) to 10 GCA 12307.

Health Care is continuing to change and improve with modern advances in Medicine. Nurses are faced with the need to continue to learn and provide safe and effective treatments and nursing care to patients. Bill 352 will require that nurse maintain their education on a continuing process. This will benefit the nurse and patient.

In addition, Bill 352 will provide a mechanism whereby registered nurses will be able to maintain their license through continuing education. Guam Nurses Association is a provider of continuing education programs. Continuing nursing education programs are locally available. Guam Nurses Association has offered twenty-two hours of continuing education in 1994. Several other agencies provide continuing education programs for nurses. They include, Guam Memorial Hospital Education Department, FHP, Navy Hospital and professional nursing journals offer approved continuing education courses.

On behalf of Guam Nursing Association, I would like to thank you for this opportunity to testify in favor of Bill 352.

Mr. Roger L. Cauley RN, MPA
Chairman, GNA Legislative Committee

COMMENT ON BILL #352

RELATIVE TO AN ACT TO PROVIDE ADDITIONAL CRITERIA FOR
VALIDATING COMPETENCY IN THE NURSING PRACTICE BY ADDING
A NEW ITEM (11) TO 10 GCA SECTION 12307.

GOOD AFTERNOON MRS. CHAIRPERSON AND MEMBERS OF THE 23RD
LEGISLATIVE COMMITTEE ON HEALTH, WELFARE, AND SENIOR CITIZENS. MY
NAME IS TINA T. BLAS. THANK YOU FOR THE OPPORTUNITY TO TESTIFY ON
BILL 352.

I WOULD LIKE TO START MY TESTIMONY WITH A QUESTION: IS HAVING
THE KNOWLEDGE TO PERFORM THE BASIS FOR COMPETENCY? WHILE I SUPPORT
THE INTENT OF THE BILL, I FEEL THAT THE ISSUE OF VALIDATING
COMPETENCY IN NURSING IS MORE COMPLEX THAN MERE ATTENDANCE AT
CONTINUING EDUCATION PROGRAMS. WHAT TOPICS/SUBJECTS WILL BE
CONSIDERED APPROPRIATE FOR VALIDATING COMPETENCY IN NURSING? WHAT
OR WHICH SPONSORING ENTITY WILL BE ACCEPTABLE FOR VALIDATING
COMPETENCY? WHO WILL VALIDATE WHICH CONTINUING EDUCATION IS
ACCEPTABLE? WHAT CRITERIA WOULD THE VALIDATING ENTITY USE TO
VALIDATE COMPETENCY? WILL FORCING ATTENDANCE AT CONTINUING
EDUCATION MAKE SOMEONE A BETTER PRACTITIONER?

WITH THE ADVANCEMENT IN HEALTH CARE TECHNOLOGIES, ONE CANNOT
BE OBLIGATED NOR EXPECTED TO BECOME PROFICIENT IN ALL CLINICAL
AREAS OF NURSING. HOWEVER, THE LEVELS OF COMPETENCY MUST BE
CONSIDERED WHEN EVALUATING THE COMPETENCY OF A NURSE, SUCH AS, THE
PERFORMANCE OF A GENERALISED PROFESSIONAL NURSE AS COMPARED TO A
NURSE PRACTITIONER OR THE CLINICIAN AS COMPARED TO THE
ADMINISTRATOR. AS A RETIRED PERSON, I DO NOT HAVE TO PRACTICE MY

CLINICAL NURSING SKILLS BUT MUST CONTINUE TO CHALLENGE AND DEVELOP MY NURSING JUDGEMENT ABILITY TO KEEP UP WITH THE CHANGING TIMES AND BE CURRENT IN MY PROFESSION.

EDUCATIONAL PROGRAMS PROVIDE UPDATED INFORMATION AND NEW TRENDS; HOWEVER, UNLESS APPLICATION OF NEW SKILLS AND UTILIZATION OF TECHNOLOGY ARE CARRIED OUT APPROPRIATELY, THERE STILL REMAIN THE QUESTION OF COMPETENCY AND AT WHAT LEVEL OF COMPETENCY. IT IS MY OPINION, THEREFORE, THAT CONTINUING EDUCATION SHOULD BE CONSIDERED AS ONE OF THE TOOLS THAT CAN BE USED TO ADD CREDIBILITY TO THE SYSTEM, BUT IT SHOULD NOT BE ALLOWED TO STAND ALONE.

THERE ARE OTHER ASPECTS THAT ARE JUST AS, IF NOT MORE, CRITICAL IN COMPETENCY VALIDATION. PERFORMANCE OR PRACTICE, WHETHER FOR COMPENSATION OR WITHOUT COMPENSATION, IS ONE OF THEM. THE EMPLOYER SHOULD MONITOR THE PERFORMANCE OF THE EMPLOYEE. NURSING ASSIGNMENT SHOULD BE COMMENSURATE TO THE FUNCTIONING LEVEL OF THE NURSE EMPLOYEE. THE NURSE MUST EXECUTE APPROPRIATE NURSING INTERVENTION, WHICH INCLUDES, KNOWING ONE'S LIMITATION. GAINFUL EMPLOYMENT SHOULD NOT BE THE ONLY OTHER CRITERIA FOR VALIDATING COMPETENCY. A NURSE WHO OFFERS HIS/HER NURSING SERVICES FOR FREE SHOULD ALSO BE CREDITED RATHER THAN IGNORED. ANOTHER IMPORTANT ASPECT INCLUDES ACTIVITIES INVOLVING (1) PREPARATION AND PRESENTATION OF LECTURES, TALKS, OR TESTIMONIES ON NURSING ISSUES AND OTHER HEALTH-RELATED AREAS, (2) BEING A PANELIST ON HEALTH ISSUES AT CONFERENCES, WORKSHOPS, OR SEMINARS, AND (3) BEING AN ACTIVE AND CONTRIBUTING MEMBER OF THE PROFESSIONAL ORGANIZATION, THE NURSE ASSOCIATION AND OTHER HEALTH-RELATED

ORGANIZATIONS, SUCH AS, THE AMERICAN CANCER SOCIETY, TO NAME A FEW. A CONTRIBUTING MEMBER IS ONE COMMITTED AND INVOLVED IN HELPING THE ORGANISATION MEET ITS STATED MISSION, GOALS, AND OBJECTIVES.

FINALLY, IS GUAM READY AND PREPARED TO OFFER CONTINUING EDUCATION PROGRAMS, COVERING THE VARIED AREAS OF NURSING AS WELL AS MEETING THE NEEDS OF THE DIFFERENT NURSING LEVELS? HOW WILL THE PLANNED CONTINUING EDUCATION PROGRAMS BE ANNOUNCED TO REACH ALL NURSES, ESPECIALLY THOSE WHO ARE NOT GAINFULLY EMPLOYED AS NURSES? WILL THERE BE A POINT OF CONTACT FOR UPCOMING SCHEDULED CONTINUING EDUCATION PROGRAMS?

IN CLOSING, I OFFER THE FOLLOWING COUNTER-PROPOSAL TO SECTION 2 AND SECTION 3 IN BILL 352:

"SECTION 2. ITEM (10) OF SUBSECTION (b) OF SECTION 12307, ARTICLE 3, CHAPTER 12, TITLE 10, GUAM CODE ANNOTATED, TO BE AMENDED TO READ:

(10) ESTABLISH AND ENFORCE CRITERIA FOR MONITORING COMPETENCY TO CONTINUE OR RE-ENTER PRACTICE TO INCLUDE ALTERNATIVES, SUCH AS, PERFORMANCE, CONTRIBUTION THROUGH PROFESSIONAL PAPER OR PRESENTATIONS, ACTIVE AND CONTRIBUTING MEMBER OF THE GUAM NURSES' ASSOCIATION AND CONTINUING EDUCATION UNITS."

AGAIN, THANK YOU AND SE YOUS BARRA FOR ALLOWING ME TO TESTIFY ON BILL 352.

TWENTY-THIRD GUAM LEGISLATURE
1995 (First) Regular Session

Bill No. 352 (LS)
Introduced by:

Lou Leon Guerrero *LLG*
Judy Won Pat-Borja *JWP*
Hope Cristobal *HC*
Francis Santos *FS*
Elizabeth Barrett-Anderson *EBA*
Tony Unpingco *TU*

**AN ACT TO PROVIDE ADDITIONAL CRITERIA
FOR VALIDATING COMPETENCY IN THE
NURSING PRACTICE BY ADDING A NEW ITEM
(11) TO 10 GCA §12307.**

BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF
GUAM:

1 **Section 1. Legislative Intent.** The Nurse Practice Act and
2 the Guam Board of Nurse Examiner rules and regulations do
3 not allow for nurses who are not actively practicing to use
4 Continuing Education Units (CEUs) as a means of validating
5 continued competency in order to continue or re-enter nursing
6 practice. There are many nurses on island who are precluded
7 from re-entering the practice because of this restriction. This
8 pool of nurses can be tapped on to reduce the critical nursing
9 shortage Guam is experiencing.

10 **Section 2.** Items (11) to (18) of subsection (b) of §12307,
11 Article 3, Chapter 12, Title 10, Guam Code Annotated, as
12 codified prior to enactment of this Act, are renumbered (12) to
13 (19);"

14 **Section 3.** A new item (11) is added to subsection (b) of
15 §12307, Article 3, Chapter 12, Title 10, Guam Code Annotated,
16 to read:

17 “(11) use Continuing Education Units (CEUs) to
18 validate competency to continue or re-enter nursing practice.”
19