



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



MEDIA RELEASE

October 06, 2022

Pursuant to 4GCA § 6303.1 – Transparency and Disclosure

PETITION FOR ABOLISHMENT OF POSITION

The Guam Memorial Hospital Authority is proposing to abolish the following position:

HOSPITAL SAFETY AND SECURITY ADMINISTRATOR

This position is established in the classified service within the GMHA. To view the petition, please visit our website @ www.gmha.org, under Employee Portal/Human Resources Department.

Comments are welcomed and may be submitted to the Human Resources Department no later than October 19, 2022, at human.resources@gmha.org. Should you have any questions, please contact the Human Resources Department at 647-2171/2409.

TONY C. AGUON, MPA
Personnel Services Administrator



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MEMORANDUM

TO: Lillian Perez-Posadas
Hospital Administrator/CEO

VIA: William Kando 
Associate Administrator, Operations

FROM: Tony Aguon
Personnel Services Administrator

DATE: September 21, 2022

SUBJECT: Abolishment of Position
RE: Hospital Safety and Security Administrator

Hafa Adai! The Human Resources Office humbly requests to abolish the Hospital Safety and Security Administrator position (Attached). Recently, the Safety and Security Department was once again divided into two separate operations. Therefore, to accommodate the separation, both the Safety Administrator and the Chief of Security position are being recruited. We believe this will better serve the department's needs. In addition, in order to maintain the classification status of both the Safety Administrator and the Chief of Security positions, our office finds it necessary to abolish said position. Upon your approval, we are also requesting that this request appear before the Human Resources Sub-committee for disposition and if ratified, to also be forwarded to the Board of Trustees for their disposition. I thank you for your consideration and I hope to hear a favorable response soon. Thank you and regards!


Tony Aguon

APPROVED DISAPPROVED


LILLIAN Q. PEREZ-POSADAS, RN, MN
HOSPITAL ADMINISTRATOR/CEO
for

HOSPITAL SAFETY AND SECURITY ADMINISTRATOR

NATURE OF WORK IN THIS CLASS:

This is responsible supervisory safety and security enforcement work involved in the administering of occupational safety programs and activities of the Safety and Security Department ensuring compliance of Joint Commission, OSHA, and CMS standards.

Employee in this class is responsible for the administration of safety and protection services of Guam Memorial Hospital Authority's building and properties.

ILLUSTRATIVE EXAMPLES OF WORK: (Any one position may not include all the duties listed, nor do the examples cover all duties which may be performed.

Oversees, develops, updates and implements safety and security policies, occupational safety policies, rules and regulations and other program guidelines.

Plans, organizes, administers, evaluates and coordinates a comprehensive Safety and Security Program for all areas of the services organization, including maintain surveillance over non-governmental contractor organizations.

Conducts and oversees inspections of work areas for the detection and elimination of unsafe acts and conditions ensuring compliance with safety requirements.

Reviews, analyzes, and evaluates program operations and determines the need for improvement of laws or policy revisions; improved methods, techniques, procedures; and increased staffing to improve effectiveness.

Oversees, develops and conducts training programs for all GMHA employees to meet regulatory requirements and to enhance safety and security practices and awareness; may request the assistance of outside personnel to assure that all personnel are thoroughly trained according to safety and security requirements and safe and secure working practices.

Ensures that all Accident Prevention and Control areas of the serviced organizations have been inspected; ensures conformance to safety rules, standards and regulations; detects hazards and undesirable operational conditions; originates and recommends corrective action; is authorized to stop any operation that is of imminent danger to personnel and increases effectiveness of safety features such as mechanical safeguards, work processes, and protective devices currently in use.

Manages, plans, schedules and directs assignments; establishes performance standards; reviews and appraises performance.

Investigates and oversees on-the-job accidents and prepares findings and recommendations to affect accident preventive measures and minimize occupational safety hazards.

Directs extensive development efforts to control hazardous conditions of a high risk nature and to enforce compliance with numerous and stringent safety requirements that are difficult to evaluate.

Oversees hospital wide emergency response planning and organizes emergency plans, evacuation procedures, training and drills.

HOSPITAL SAFETY AND SECURITY ADMINISTRATOR

Evaluates operational effectiveness and initiates/recommends appropriate changes to enhance occupational safety measures and practices.

Develops and recommends annual work plans and budgets necessary for achieving goals of the safety and security of GMHA.

Enforces Safety and Security policies and procedures throughout the Hospital to include Physicians, staff and visitors.

Represents the Safety and Security Department in meetings and provides monthly reports for Environment of Care, Performance Improvement and Joint Commission Committees.

Recommends and initiates safety performance and prepare reports for unsafe conditions and submission of suggestions to improve GMHA Safety and Security program.

Oversees safety and security orientations of all new employees in safety and security policies, procedures and regulations and provides regular reviews to all employees.

Site Survey: Conducts inspections of areas, buildings, structures, facilities, shop machinery, mechanical processes, electrical installations, hoists, scaffolds, weight lifting, patient care and non-patient care areas, as well as personnel methods of operation, that have been made for the purpose of: (1) ensuring conformance with safety rules, standards and regulations; (2) detecting hazards and undesirable operation conditions; (3) originating and recommending corrective actions; and (4) increasing the effectiveness of such safety features as mechanical safeguards, processes, and personal protective equipment currently in use.

Accident Investigation—Analysis and Reporting: Ensures that supervisors investigate and analyze material damage and personal injury accidents; interviews witnesses, identifies causes, discovers trends, locates hazards, and develops remedial measures. Compiles and prepares charts, tables and reports. Make comprehensive studies and intensive analyses of accident causes and cost evaluation.

Occupational Health/sanitation: Collaborates/coordinates with medical staff and other interested parties in developing and maintaining a high degree of health and sanitary conditions and facilities.

Reviews reports of claims made under the Office of Workers' Compensation Program. Makes recommendations and suggestions as to cause of injury, negligence, and/or willful intent, contributing factors worked, and training or retraining as necessary.

Identifies hazards and assesses risks involved in specialized work processes and environmental of care conditions.

Liaison with Other Agencies: Maintains liaison with operating and administrative officials of other Governmental Agencies and Federal Agencies on matters relating to safety and mutual problems. Participates in the Environmental Management Committee/Environmental of care meetings, conferences etc.

Negotiates and coordinates complex issues of mutual concern with line management, external organizations, and others to work out procedures and methods that will satisfy divergent practices and conflicting viewpoints.

Performs other related duties assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of administrative principles and practices.

Knowledge of modern principles, practices, and methods of safety and security administration, organization and operation.

Knowledge of the occupational hazards inherent in various types of occupations and the standard safety precautionary measures.

Ability to administer occupational safety programs and activities.

Ability to make work decision in accordance with appropriate program guidelines.

Ability to interpret, apply and enforce occupational safety laws, rules, regulations and other program guidelines.

Ability to evaluate operational effectiveness and recommend/initiate changes to improve program effectiveness.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to maintain records and prepare reports.

MINIMUM EXPERIENCE AND TRAINING:

a) Five years (5) years of progressively responsible technical experience in occupational safety inspection and security enforcement which includes three (3) years of supervisory work experience, and graduation from a recognized college or university with a Bachelor's degree in business or public administration, physical or related sciences or related field; or

b) Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATION REQUIREMENT:

Possession of a valid driver's license on Guam.

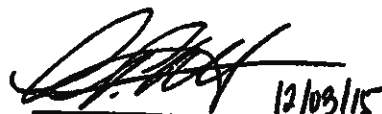
KH: E13 264

PS: E3 (38%) 100

ACCT:EIP 132

496

Pay Grade: O



LEE P. WEBBER Date
Chairman, Board of Trustees