



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

August 27, 2025

PETITION FOR AMENDMENT OF POSITION

Pursuant to 4GCA § 6303(e)(2)

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

CLINICAL CASE MANAGER

This position is established in the classified service within the Guam Memorial Hospital Authority. To view the petition, visit www.gmha.org, under the Employee Portal - GMHA Human Resource Department.

Comments should be emailed to human.resources@gmha.org no later than 5pm on September 10, 2025. Should you have any questions, contact the Human Resources Department at (671) 647-2409.


JESSE J. QUENGA, CM, LPEC
Personnel Services Administrator



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June 04, 2025

MEMORANDUM

TO: Hospital Administrator/CEO *[Signature]*
VIA: Assistant Administrator, Nursing Services *[Signature]*
FROM: Personnel Services Administrator
SUBJECT: Amendment of Position
RE: Clinical Case Manager

Hafa Adai! Established in 2018, the Clinical Case Manager was identified to coordinate and manage the continuum of patient care. The initial standard required incumbents to obtain and maintain the Certified Case Manager (CCM) credential, as issued by the Commission on Case Manager Certification (CCMC), within three years from the effective hire date. The Assistant Administrator, Nursing Services, seeks to update the current job standard and amend the necessary special qualification.

The minimum qualifications appropriately reflect the requirements for professional hospital nursing experience and fundamental nursing education. While the GMHA Nursing Administration and Human Resources (HR) Department acknowledges the benefits of certification, we recommend the amendment to a "preferred qualification." This proposal enables a more responsive recruitment and retention approach while promoting professional development in clinical practice.

The changes to the minimum experience, training, and necessary special qualification requirements are outlined below:

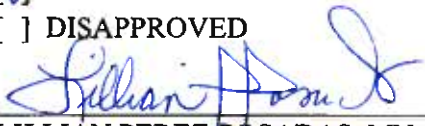
Current Minimum Experience and Training:	Proposed Minimum Experience and Training:
A) Five (5) years of experience in professional hospital nursing work, and graduation from a recognized college or university with a Bachelor's degree in nursing; or B) Four (4) years of experience in professional hospital nursing work and graduation from a recognized college or university with a Master's degree in nursing.	A) Master's degree in Nursing from an accredited educational institution and four (4) years of professional nursing work in a hospital setting; OR B) Bachelor's degree in nursing from an accredited educational institution and five (5) years of professional nursing work in a hospital setting.
Current Necessary Special Qualifications:	Proposed Necessary Special Qualifications:
1. Possession of current license as a Registered Professional Nurse on Guam. 2. Possession of current Basic Life Support certification. 3. Must obtain Certified Case Manager (CCM) credential by the Commission on Case Manager Certification (CCMC) three years from the effective date of hire and must maintain certification.	Possession of a current license as a Registered Nurse from the Guam Board of Nurse Examiners. Possession of a current Basic Life Support (BLS) certification from the American Heart Association (AHA). Preferred Qualifications: Certification from the Commission for Case Manager Certification (CCMC).

Upon your approval, the HR personnel will request that the proposed job specifications be forwarded to the Executive Management Committee (EMC) and the Human Resources Board of Trustees Subcommittee to initiate the process of amending the position in accordance with 4GCA, Chapter 6, § 6303(e)(2).

We greatly appreciate your consideration of the above request. If you have any questions, please don't hesitate to contact me. *Si Yu'os Ma'ase!*


Jesse John Quenga, CM, LPEC
Personnel Services Administrator

☒ APPROVED
☐ DISAPPROVED


LILLIAN PEREZ POSADAS, MN, RN
Hospital Administrator/CEO


DATE

Attachments

CLINICAL CASE MANAGER
(Proposed Amendment)

NATURE OF WORK IN THIS CLASS:

Employees in this class are responsible for coordinating care for patients who are most at risk for health deterioration, sentinel events, and/or poor outcomes. Employees in this class work holistically, ensuring that care and discharge plans meet patients' physical, social, and emotional needs.

Clinical Case Managers collaborate with interdisciplinary teams to provide comprehensive disease management assessments, treatments, and follow-up evaluations for patients receiving care within the Guam Memorial Hospital.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties that may be assigned; any one position may not include all duties listed.)

Conducts comprehensive patient assessments to formulate a patient-specific care plan.

Provides discharge planning and continuity of care for assigned patients.

Maximizes care coordination efforts by collaborating with physicians, nurses, social workers, and a wide range of medical and non-medical professionals to meet patient needs.

Facilitate regular review meetings with interdisciplinary teams to discuss the ongoing appropriateness of the care plan.

Coordinates, establishes, and monitors treatment programs provided to patients.

Serves as a patient advocate.

Enhances collaboration among patients, their families, healthcare professionals, and other relevant parties.

Performs related work as assigned.

MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS:

Knowledge of the principles, practices, and standards of professional nursing.

Knowledge of care coordination and case management in a hospital setting.

Ability to develop and implement a comprehensive nursing care plan.

Ability to interpret and apply pertinent laws, rules, regulations, and other guidelines to make sound decisions.

Ability to serve as a patient advocate.

Ability to build effective relationships with patients and their families by demonstrating compassion and cultural sensitivity.

Ability to effectively communicate both orally and in writing.

Ability to manage multiple, complex situations in a fast-paced environment.

Skill in effective decision making.

MINIMUM EXPERIENCE AND TRAINING:

- A. Master's degree in nursing from an accredited educational institution and four (4) years of professional nursing experience in a hospital setting; OR
- B. Bachelor's degree in nursing from an accredited educational institution and five (5) years of professional nursing experience in a hospital setting.

NECESSARY SPECIAL QUALIFICATIONS:

Valid licensure as a Registered Nurse in Guam issued by the Guam Board of Nurse Examiners.

Valid Basic Life Support (BLS) certification from the American Heart Association (AHA).

PREFERRED QUALIFICATION: Certification from the Commission for Case Manager Certification (CCMC).

ESTABLISHED: 07/26/2018

AMENDED:

PAY GRADE/PLAN: N (Nurse Pay Plan)

HAY EVALUATION

KNOW HOW:	EI3	230
PROBLEM-SOLVING:	E3+ (38%)	87
<u>ACCOUNTABILITY:</u>	<u>D+1 S</u>	<u>87</u>
TOTAL POINTS:		404

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Board of Trustees