



# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913

Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



## AREA OF CONSIDERATION – DEPARTMENTAL COMPETITIVE

### TO ESTABLISH A LIST FOR THE POSITION OF **HOSPITAL STAFF NURSE III (CLINICAL LEVEL I)**

**OPEN: October 01, 2023**

**CLOSING DATE: CONTINUOUS**

**ANN. NO.: 24-17**

#### NURSE PAY PLAN

**OPEN: N-N-01 \$55,329.00 P/A to N-N-10 \$75,955.00 P/A**  
**PROMOTION: N-N-01 \$55,329.00 P/A to N-N-18 \$97,517.00 P/A**

#### **MINIMUM EXPERIENCE AND TRAINING:**

- A) Five (5) years of professional hospital nursing work and graduation from a recognized college or university with an Associate's Degree or Diploma in nursing; or
- B) Four (4) years of experience in professional hospital nursing work and graduation from a recognized college or university with a Bachelor's Degree in nursing; or
- C) Three (3) years of experience in professional hospital nursing work and graduation from a recognized college or university with a Master's Degree in nursing.

#### **NECESSARY SPECIAL QUALIFICATIONS:**

Possession of a current license as Registered Professional Nurse on Guam.  
Possession of a current Basic Life Saving certification.

#### **NATURE OF WORK:**

This is the third tier into professional nursing practice and is entry into expert class of nursing experience for an Associate Degree in Nursing (ADN) - prepared professional registered nurse (RN) to perform advance nursing practice while working with the most complex and unstable patients who require advanced nursing skills, and judgement, while performing independent nursing practice.

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

Assess the most complex and unstable patient with multi-system problem including interlinking physical, physiological, pathological, and psychosocial patient needs. Monitor unusual cases and makes continuous and systematic comments and observation to identify favorable and unfavorable signs and symptoms keeping physicians informed of significant changes. Revises the care plan according to the progression or regression of patient's condition, including a discharge plan for post-hospital care. Implements nursing actions in response to assessments and observations of signs and symptoms of stabilized and un-stabilized patient conditions. Provides staff training and development in unit functions to junior staff. Uses adaptive and life sustaining complex equipment in addition to nursing skills and techniques as determined by specific types or services required. Documents nursing actions taken, medications and treatments given with responses expected. Assimilates a wide range of complex diagnostic data produced by the health care team and communicates findings and reports to physician and nursing staff. Initiates and updates care plan for each patients with complex multi-systems using assessment data, assure care plan is integrated with medical plan and receive care plan according to progress of patient's condition, including discharge plan for post-hospital care. Implements medical care plan of each patient and evaluates the response of the patients to the medications administered and treatments rendered. Implements nursing actions in response to assessments and observations of signs and symptoms of stabilized and un-stabilized patient conditions. Assumes charge of the nursing unit as assigned and guides care given by junior staff, assigns aspect of care to member of nursing team according to level of training and development, and documentation of nursing actions taken need and treatment. Performs related duties assigned.

### **MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

- Considerable knowledge of the principles, practices and procedures of professional nursing in other units and how it may interact with the unit of assignment.
- Exhaustive knowledge of the methods of prevention and control of communicable and infectious disease.
- Ability to develop and implement a comprehensive nursing care plan based on a systematic assessment of individual and family needs.
- Ability to supervise the application of nursing techniques to routine and complex patient/client care situations.
- Ability to make work decisions in accordance with professional standards, rules and regulations and to apply established policies and procedures to work problems.
- Ability to manage the activities of a nursing unit as assigned.
- Ability to administer detailed therapeutic prescriptions.
- Ability to interpret and explain the purposes and methods of prescribed treatments and necessity for continuing such treatments.
- Ability to understand and follow oral and written instructions.
- Ability to maintain a compassionate and culturally sensitive attitude towards an effective relationship with patients or clients and their families.
- Ability to maintain records and prepare reports.
- Application of principals, practices, and procedures of professional nursing.
- Application of methods of prevention and control of communicable and infectious disease.
- Skills in management and leading others as well as delegation of tasks to appropriate staff.
- Delegation of tasks as expert nurse and as charge nurse in the unit to appropriate junior staff.

**EXAMINATION REQUIREMENTS:** A written test may be required. When a written test is not required, applicants will be rated on a scale between 70.00 and 100 percent on the basis of their training, education and experience in relation to the minimum requirements of the positions. **Individuals with disabilities who require special accommodations should contact this office prior to any scheduled examination.**

**EDUCATION REQUIREMENT:** Applicants claiming education accomplishment, such as, degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, effective September 30, 2008, all new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job.

**CMS OMNIBUS COVID-19 HEALTHCARE STAFF VACCINATION REQUIREMENT:** Pursuant to CMS regulation, all eligible staff, both current and new, working at either the acute hospital or the Skilled Nursing Facility, are required to be fully vaccinated against COVID-19. The CMS mandate applies to all eligible staff working at almost all CMS-certified facilities that participate in the Medicare and Medicaid programs. This includes facility employees, licensed practitioners, students, trainees, vendors, contractors and volunteers. Additionally, this includes individuals who provide care, treatment, or other services for the facility and/or its patients under contract or other arrangements, even at a third party location.

**DRUG SCREENING AND PRE-EMPLOYMENT PHYSICAL MEDICAL EXAMINATION:** All applicants tentatively selected for this position are required to submit to a urine test to screen for illegal use of drugs prior to appointment. All applicants accepting employment with Guam Memorial Hospital Authority must take and pass a pre-entry Physical examination and COVID screening and show proof of COVID vaccination.

**PRIMARY SOURCE VERIFICATION:** Applicants applying for positions in the Nursing and/or Allied Health Professional positions requiring licensure pursuant to Public Law 24-329 or National Credentialing Institution must obtain a verification of licensure upon notification of selection as a condition of employment. All cost incurred for licensure/ certification verification is at the applicant's expense.

**VETERANS' PREFERENCE:** Applications claiming veteran's preference are required to provide a copy of their DD-214 (Military discharge member 4 form). Those claiming Compensable Disability are required to provide verification from the Veteran's Administration.

**DISABILITY PREFERENCE:** Applicants wishing to claim Disability Preference should submit a Government of Guam Disability Certification form, certified by the Director of Public Health & Social Services.

**POLICE AND COURT CLEARANCE:** Pursuant to Executive Order No. 2005-34 and Public Law No. 28-24, all applicants accepting employment with Guam Memorial Hospital Authority must submit a police and Superior Court of Guam clearance of no more than 3 months old from the date of notification of selection as a condition of employment. The cost of the clearances is the applicant's responsibility. Off-Island applicants must obtain clearances from their last place of resident.

**AREA OF CONSIDERATION AND INTERVIEW PROCESS:** A personal interview, interview by telephone or video conferencing will be held by the appointing authority or his designee for eligible candidates referred via certification. Certification for interviews are prepared from valid eligibility listings in accordance with the area of consideration or examination and in the following order if available: 1) Departmental; 2) Government-wide; and 3) Open Competitive. Candidates will be contacted accordingly during active recruitment when their names are reached on the appropriate list.

**Important Note: Individuals with disabilities who require special accommodations should contact the Equal Employment Opportunity Office at (671) 647-2104, prior to any scheduled interviews. If traveling off-island and/or if contact information has changed, all eligible candidates are responsible for notifying the Human Resources Office of any changes in contact information to include email and mailing addresses.**

**IMPORTANT INFORMATION:** Public Law 99-603 (8USC, Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States.

If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

**WHERE TO APPLY:** Applicants must submit the "Guam Memorial Hospital Authority – Employment Application" to the Guam Memorial Hospital Human Resources Department between the hours of 7:00 a.m. to 4:00 p.m., Monday through Friday. Closed on official Government Holidays, Saturday and Sunday or via email to [human.resources@gmha.org](mailto:human.resources@gmha.org). To ensure full consideration of your application, all supporting documents must be submitted with the application. For further information, call (671) 647-2409/2171 or visit the Guam Memorial Hospital Authority Human Resources Department at 850 Gov. Carlos Camacho Road Oka, Tamuning, Guam 96913. The Human Resources Department is located on the first floor within the Administration offices or visit the "gmha.org website" for other employment opportunities.

APPROVED:

  
LILLIAN Q. PEREZ-POSADAS, MN, RN  
Hospital Administrator/CEO

