



# Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



850 GOV. CARLOS CAMACHO ROAD  
OKA, TAMUNING, GUAM 96913  
TEL: 647-2444 or 647-2330  
FAX: (671) 649-0145

## BOARD OF TRUSTEES Official Resolution No. 2019-18

### **“RELATIVE TO INCREASING THE JOB DIFFERENTIAL PAY FOR NURSES IN THE ADULT INTENSIVE CARE UNIT, AND INCLUSION OF NURSES CARING FOR CRITICALLY ILL ADULT PATIENTS IN ALL AREAS OF THE HOSPITAL”**

**WHEREAS**, the Assistant Administrator of Nursing Services expressed the continued challenges with recruiting and retaining nurses in the adult Intensive/Critical Care Unit (ICU) to the Human Resources Subcommittee; and

**WHEREAS**, the Assistant Administrator of Nursing Services also presented the need to incentivize nurses from other adult units (i.e., Emergency Room, Telemetry/PCU, PACU, Surgical and Medical Surgical units) who provide care for adult ICU level of care patients whenever ICU beds are unavailable resulting from the limited adult ICU bed capacities due to the staffing shortage in the ICU; and

**WHEREAS**, recruitment and retention for ICU nurses continue to be extremely difficult due to the shortage of nurses locally and nation-wide; and

**WHEREAS**, adult ICU patients are distinguished from general hospital patient care units by a higher staff-to-patient ratio and access to advanced medical resources and equipment that are not routinely available elsewhere to treat common conditions found in adult ICU, including: ARDS, trauma, multiple organ failure, acute/new on-site myocardial infarction, cardiogenic shock, acute/new onset stroke, drug overdose and sepsis; and

**WHEREAS**, pursuant to 4GCA §6229.10, *Job Incentives*, states “Whenever possible, nursing and other healthcare professionals shall be given job incentives, including, but not limited to, educational opportunities and improved work environment; and

**WHEREAS**, after thorough discussions, the Human Resources Subcommittee came to the consensus that action was needed to address these matters; respectively recommending the Board of Trustees approval to increase the job pay differential from 2% to 5% (for hours worked), and inclusion of nurses from other units assigned to care for adult ICU overflow patients.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees authorizes the Guam Memorial Hospital Authority to increase the job differential pay for nurses in the ICU from two (2) to five (5) percent, effective May 26, 2019; and

**BE IT FURTHER RESOLVED**, that the Board of Trustees authorizes the Guam Memorial Hospital Authority to implement a 5% job differential pay for nurses in other units assigned to care for adult ICU overflow patients, effective May 26, 2019; and

**BE IT FURTHER RESOLVED**, that the Chairperson certifies and the Secretary attests to the adoption of this resolution.

**DULY AND REGULARLY ADOPTED ON THIS 16<sup>th</sup> DAY OF MAY 2019.**

Certified by:



Chairperson

Attested by:



Secretary