



Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



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

BOARD OF TRUSTEES Official Resolution No. 2019-40

RELATIVE TO APPROVING REVISIONS TO THE MEDICAL STAFF BYLAWS

WHEREAS, the Medical Staff Bylaws and Medical Executive committees, had reviewed the Medical Staff Bylaws; and

WHEREAS, as a result of the review, proposed revisions were made to the Medical Staff Bylaws, Article VII: Allied Health Professionals, Section 7.10: Department Review; and Article IV: Categories of the Staff, Section 4.2 Active Staff; and

WHEREAS, on August 20, 2019, the Joint Conference and Professional Affairs subcommittee reviewed and recommended that the Board of Trustees approve the proposed revisions to the Medical Staff Bylaws;

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees accepts and approves the Joint Conference and Professional Affairs subcommittee's recommendations; 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 21ST DAY OF AUGUST 2019.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

**GUAM MEMORIAL HOSPITAL AUTHORITY
MEDICAL STAFF OFFICE**

PROPOSED REVISIONS FORM

Item: Medical Staff Bylaws

Existing	Proposed	Rationale
<p>ARTICLE VII: ALLIED HEALTH PROFESSIONALS 7.10 DEPARTMENT REVIEW Nothing contained in these Bylaws should be interpreted to entitle an Allied Health Professional to the Fair Hearing Plan for Medical Staff Members set forth in Article VIII of these Bylaws.</p> <p>7.10-1 Grievance Procedure A. When any Allied Health Professional receives written notice from the Department Chairperson, Medical Executive Committee, or Administrator that will adversely affect that appointment or re-appointment and delineation of privileges, his or her hospital's status or exercise of privileges, that individual shall be entitled to file an appeal. Such grievance shall be filed with the Chairperson of the Department to which the Allied Health Professional has applied or been assigned and in which he/she has applied for or has exercised privileges. This must be submitted within fifteen days of receiving notice.</p> <p>B. Upon receipt of such an appeal, the Department Chairperson shall appoint a Committee to review the proposed action. The Department Committee shall include if</p>	<p>ARTICLE VII: ALLIED HEALTH PROFESSIONALS 7.10 DEPARTMENT REVIEW Allied Health Professional shall be entitled to the same Fair Hearing Plan as other Medical Staff Members as set forth in Article VIII of these Bylaws.</p>	<p>GMHA Bylaws amended to bring GMHA in-line with February 2018 law granting full practice authority to Allied Health Professionals (AHPs). GMHA Bylaws now allow for full practice authority (i.e. independent practice) by licensed AHPs, subject to their scope of practice and the privileges granted to them by their respective departments as deemed appropriate to their level of experience. Certain elements of the Bylaws remain skewed with regard to AHPs, however, including a clear indication of voting rights and practitioner rights to fair hearing. The following proposal aims to make the bylaws consistent with regard to providing appropriate privileges and rights to all independently practicing providers. (Please note that "Allied Health Professionals" is clearly defined in the bylaws and thus requires no further definition in the following sections.)</p> <p><i>Section 7.10 denies to AHPs the right to Fair Hearing as outlined for MDs/DOs. Section 7.10-1 outlines a completely separate grievance process for AHPs.</i></p> <p>Given their independent practice authority, eliminate Section 7.10-1 in its entirety, to read as proposed</p>

available, one or more Allied Health Professionals having the same or similar license or certification as the affected Allied Health Professional.

C. The Committee shall initiate an investigation and the Allied Health Professional shall be afforded the opportunity for an interview before the Departmental Committee within 45 days of receipt of the appeal. At the interview, the Allied Health Professional may provide information relevant to the circumstances giving rise as to the proposed action.

D. A record of the findings and recommendations of such review shall be made to the Medical Executive Committee.

E. The decision of the Medical Executive Committee shall be final.

No existing section. New Section

4.2 ACTIVE STAFF

4.2-1 Qualifications

The Active Staff shall consist of physicians, dentists and podiatrists each of whom:

4.2 ACTIVE STAFF

4.2-1 Qualifications

The Active Staff shall consist of physicians, dentists, podiatrists, and allied health professionals, each of whom:

Section 4.2 lists the categories of Active Staff to "consist of physicians, dentists and podiatrists, each of whom."
This section will be amended to add AHPs, to read as proposed

Reviewed by Bylaws: 5/10/19

Approved:

Bylaws Committee:

MEC: 05/29/2019

Medical Staff 1st Reading: 07/25/2019

JCPAC:

BOT: