



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. 2019-41

“RELATIVE TO THE CREATION OF THE CLINICAL NURSE WOUND CARE SUPERVISOR AND SPECIALIST POSITIONS”

WHEREAS, on July 8, 2019, the Hospital Administrator/CEO approved the creation of the Clinical Nurse Wound Care Supervisor and the Clinical Nurse Wound Care Specialist positions in the classified service at the request of the Assistant Administrator, Nursing Services; and

WHEREAS, GMHA is faced with many challenges in improving and maintaining its wound care standard of practices; and

WHEREAS, in order to effectively treat problem wounds utilizing universal state-of-the-art procedures and techniques, it is imperative that permanent specialized nurse positions be established to promote, develop, and implement wound care programs and methods that are in accordance with the latest standards of nursing practices; and

WHEREAS, the provisions of 4 GCA, Chapter 6, § 6303.1(a) - Transparency and Disclosure for the creation of positions have been met; and

WHEREAS, the class specifications of the positions are hospital specific and that there is no impact on any other agency outside the Authority; and

WHEREAS, the Human Resources Subcommittee on July 15, 2019 recommended approval to create and establish the positions of Clinical Nurse Wound Care Supervisor and Clinical Nurse Wound Care Specialist;

NOW, THEREFORE BE IT, RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee's recommendation and approves the creation of positions and establishment of the class specifications as recommended by the Human Resources Department; 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

CLINICAL NURSE WOUND CARE SUPERVISOR

NATURE OF WORK IN THIS CLASS:

This is complex supervisory nurse work accountable for overseeing the delivery of high quality wound care in a hospital.

Employees in this class function as a consultant, oversee patient care and education, and collaborate or coordinate with interdisciplinary health care teams on wound care nursing. Work involves assessment, planning, development, implementation and evaluation of plan of care and patient care programs that enhance outcomes. The position reports to the Assistant Administrator, Nursing Services.

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.)

Participates as a member of the leadership and/or interdisciplinary team; assesses, plans, implements and evaluates wound care nursing management throughout the hospital; ensures that treatment and rehabilitation within the nursing units are evidence-based wound care nursing in accordance with standards of nursing practice.

Supervises all clinical functions on wound care nursing; works with wound care physicians and/or interdisciplinary teams to provide a comprehensive treatment program for patients; addresses patient issues and works through all patient/staff-related matters for the wound care program.

Collaborates with nursing management in the assessment of staff competencies and learning needs; assesses and analyzes data to identify practice environment and patient care issues to develop appropriate programs and change processes to improve clinical nursing practice.

Facilitates the integration of wound care education with other healthcare disciplines to support patients and staff in the wound care management decision-making process.

Assesses the need for new wound care modalities and policies to support and enhance nursing practices; implements new dressing techniques and wound care supplies and equipment that support nursing practices and promotes holistic wound care healing.

Leads the evaluation and measurement of wound care outcomes; participates in the development of policies and the production of protocols (workflow) as needed in the implementation of new hospital clinical systems.

Coordinates the introduction and the implementation of wound care practices and systems with key stakeholders; coordinates with nursing leadership and/or interdisciplinary team with development, implementation, maintenance and monitoring of increasingly complex wound care management, care coordination and transition from the hospital to community settings.

Coordinates with nursing leadership to allocate resources that support wound healing (treatment, management and rehabilitation).

Participates in research, evidence-based practice and performance improvement activities related to wound care nursing; supports integration of research into nursing practice.

Performs related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of the principles, practices and theory of professional nursing.
- Knowledge of CMS, TJC, and HIPPA requirements in the nursing management and treatment of different classification of wounds and associated modalities.
- Knowledge of wound care nursing.
- Knowledge of the principles and practices of supervision.
- Ability to evaluate and problem-solve complex wound management plan of care.
- Ability to exercise independent judgment.
- Ability to analyze data and evaluate activities and to take actions necessary to implement desired changes.
- Ability to lead and train others.
- Ability to communicate effectively, orally and in writing.
- Ability to work effectively with the public and employees.
- Ability to maintain records and prepare reports.

MINIMUM EXPERIENCE AND TRAINING:

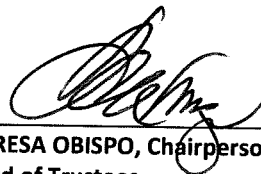
- a) Master’s degree in wound care nursing from a recognized college or university and five years of experience in professional hospital nursing work including two years as a wound care nurse; or
- b) Master’s degree in nursing from a recognized college or university and six years of experience in professional hospital nursing work including two years as a wound care nurse; or
- c) Bachelor’s degree in nursing from a recognized college or university and seven years of experience in professional hospital nursing work including two years as a wound care nurse; or
- d) Any equivalent combination of experience and training beyond the Bachelor’s degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current license as a Registered Professional Nurse on Guam, possession of a current Basic Life Support certification, and possession of a current certification in wound care nursing is preferred.

ESTABLISHED: August 21, 2019

PAY GRADE/PLAN:	N-O (NPP)	
<u>HAY EVALUATION</u>		
KNOW HOW:	E+I3	264
PROBLEM SOLVING:	E3+(38%)	100
ACCOUNTABILITY:	E1P	<u>132</u>
TOTAL POINTS -		496



THERESA OBISPO, Chairperson
Board of Trustees

CLINICAL NURSE WOUND CARE SPECIALIST

NATURE OF WORK IN THIS CLASS:

This is complex nurse work accountable for supporting the delivery of high quality wound care in a hospital.

Employees in this class function as a consultant, provide direct patient care and education, and collaborate or coordinate with wound care teams on complex wound care nursing. Work involves assessment, planning, development, implementation and evaluation of plan of care and patient care programs that enhance outcomes. The position reports to the Clinical Nurse Wound Care Supervisor.

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.)

Participates as a member of the wound care team; assesses, plans, implements and evaluates wound care nursing management throughout the hospital; ensures that treatment and rehabilitation within the nursing units are evidence-based wound care nursing in accordance with standards of nursing practice.

Provides consultation to associates and/or direct patient care in the management of complex wounds of varying classifications, types, forms and severity.

Assists patients and families in understanding the latest information related to wound management and treatment.

Develops and presents the latest wound management information and materials for associates, patients and families through facilitation of support groups and/or education programs.

Participates in program data collection, interpretation, evaluation and recommendation.

Assesses the need for new wound care modalities and policies to support and enhance nursing practices; assists in the development of policies and the production of protocols (workflow) as needed in the implementation of new hospital clinical systems.

Participates in research, evidence-based practice and performance improvement activities related to wound care nursing; supports integration of research into nursing practice.

Performs related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

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

Knowledge of the practices, methods and techniques of wound care nursing.

Knowledge of CMS, TJC, and HIPPA requirements in the nursing management and treatment of different classification of wounds and associated modalities.

Ability to evaluate and problem-solve complex wound management plan of care.

Ability to exercise independent judgment.

Ability to collect and analyze data and/or clinical statistics.

Clinical Nurse Wound Care Specialist

Ability to make recommendations to improve program services.

Ability to lead and train others.

Ability to communicate effectively, orally and in writing.

Ability to work effectively with the public and employees.

Ability to maintain records and prepare reports.

MINIMUM EXPERIENCE AND TRAINING:

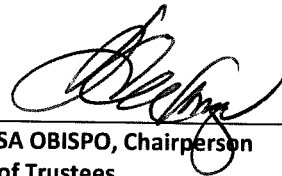
- a) Master’s degree in wound care nursing from a recognized college or university and three years of experience in professional hospital nursing work; or
- b) Master’s degree in nursing from a recognized college or university and four years of experience in professional hospital nursing work; or
- c) Bachelor’s degree in nursing from a recognized college or university and five years of experience in professional hospital nursing work; or
- d) Any equivalent combination of experience and training beyond the Associate’s degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current license as a Registered Professional Nurse on Guam, possession of a current Basic Life Support certification, and possession of a current certification in wound care nursing is preferred.

ESTABLISHED: August 21, 2019

PAY GRADE/PLAN:	N-N (NPP)	
<u>HAY EVALUATION</u>		
KNOW HOW:	E+I2	230
PROBLEM SOLVING:	E3+(38%)	87
ACCOUNTABILITY:	E1C+	<u>100</u>
TOTAL POINTS -		417



THERESA OBISPO, Chairperson
Board of Trustees