



Hawaii Health Systems Corporation—Maui Region

Kula
HOSPITAL
100 Keokea Highway
Kula, HI 96790

Maui Memorial
MEDICAL CENTER
221 Mahalani Street
Wailuku, HI 96793

Lanai
COMMUNITY HOSPITAL
P.O. Box 630650
Lanai City, HI 96763

VACANCY ANNOUNCEMENT

CONTINUOUS RECRUITMENT UNTIL NEEDS ARE MET

DATE POSTED: 08/01/06; 02/16/07; 02/01/08; 07/01/08; 01/01/09
JOB TITLE: EMERGENCY ROOM ASSISTANT ENTRY AND FULL PERFORMANCE
RECRUITMENT NO.: MMMC 0669 (ENTRY) MMMC 0670 (FULL PERFORMANCE)
JOB LOCATION: MAUI MEMORIAL MEDICAL CENTER, WAILUKU, MAUI
SALARY RANGE: \$2,903 PER MONTH (ENTRY) (HE-06)
\$3,104 PER MONTH (FULL PERF) (HE-08)

Function and Location: This position works in the Emergency Room of an acute care hospital and is responsible for providing paraprofessional nursing care to emergency room patients.

THE MINIMUM QUALIFICATION REQUIREMENTS ARE: To qualify, you must meet all of the following requirements. Please note that unless specifically indicated, the required education and experiences are credited based on a 40-hour work week.

Prerequisite Qualifications Required for the Entry Level

Experience and Essential Knowledge and Abilities: Two (2) years of work experience which involved independently observing and reporting on a variety of physical and/or mental symptoms and conditions and implementing care and/or treatment procedures for a caseload of acute care patients. Such experience must have demonstrated knowledge of basic nursing skills (i.e., taking vital signs, measuring output, recognition of abnormal signs and symptoms, etc.); first aid; patients' rights; universal precautions; infection control; body mechanics; basic medical and nursing terminology; and the ability to read, write, speak and understand simple sentences in English; follow oral and written instructions precisely; and assist in providing paraprofessional nursing care to emergency room patients and patients receiving care on an outpatient basis.

Prerequisite Qualifications Required for the Full Performance Level in the applicable work setting:

In addition to the qualifications required at the entry level:

Experience and Essential Knowledge and Abilities:

One (1) year of experience must have been obtained in a hospital emergency room and involved receiving formal and/or on-the-job training in emergency medical practices, techniques, procedures, equipment and supplies; and applying the knowledge gained by assisting professional nurses in the provision of care to emergency room patients. Such experience must have demonstrated knowledge of emergency medical practices, techniques and procedures; functional anatomy and human physiology; use of emergency equipment and supplies; and the ability to evaluate the condition of an injured or sick patient; recognize life-threatening signs and symptoms; render a variety of emergency aid and treatment; and operate and maintain emergency equipment and instruments.

PERSONS WITH DISABILITIES MAY CONTACT THE EMPLOYMENT OFFICER, MAUI MEMORIAL MEDICAL CENTER AT (808) 242-2251 TO DISCUSS SPECIAL NEEDS IN APPLYING.

Substitutions Allowed:

- a. Completion of a practical nursing or professional nursing curriculum from an accredited school substitutes for one (1) year of experience required at the entry level.
- b. Excess experience of the advanced level of pre-hospital and inter-hospital emergency care may be substituted on a year-for-year basis at the entry level.
- c. Current registration as a paramedic or Mobile Intensive Care Technician (MICT) by the National Registry of Emergency Medical Technicians substitutes for one (1) year of experience required at the entry or full performance level.
- d. Current registration as an Emergency Medical Technician (EMT) by the National Registry of Emergency Medical Technicians and nine (9) months of hospital emergency room experience substitutes for one (1) year of experience required at the entry or full performance level.
- e. Successful completion of a State of Hawaii-approved Emergency Medical Technician (EMT) – Basic training program and nine (9) months of hospital emergency room experience substitutes for one (1) year of experience required at the entry or full performance level.

Certification Required: Certification in Health Care Provider (adult, child and infant) and/or Health Saver Plus (adult) must be obtained within (6) months of employment.

REQUIRED FORMS AND DOCUMENTATION: You must complete the following forms and documentation **together with your application** or your application may be rejected.

- a. Evidence of the appropriate training (e.g., official transcript or diploma) to be given credit for education. A legible photocopy will be accepted; however the Hawaii Health Systems Corporation reserves the right to request an official copy.
- b. Evidence of certification or registration.

QUALITY OF EXPERIENCE: Possession of the required amount of experience will not in itself be accepted as proof of qualification for the position. Overall paid or unpaid experience must have been of such scope and responsibility as to conclusively demonstrate that you have the ability to perform the duties of this position. Provide a detailed description of your duties and responsibilities. If you worked on a part-time basis, indicate the average number of hours worked per week. Please note that experience will be based on a 40-hour workweek.

Note: We will not postpone the recruitment process because of your failure to provide accurate and complete information concerning your qualifications.

MERIT OR CIVIL SERVICE SYSTEM: You must meet the minimum qualification requirements, including education, experience, other public employment requirements for State Civil Service employment, and HHSC Standards of Fitness. Only those applicants that are scheduled for an interview with the hiring manager will be contacted. Applications will be kept active for six (6) months.

CITIZENSHIP AND RESIDENCE REQUIREMENT: Applicants must be eligible to work in the U.S. and at the time of appointment intend to reside in the State of Hawaii during the course of employment with the Hawaii Health Systems Corporation.

VETERAN'S PREFERENCE: If you are claiming Veteran's Preference, you must submit a copy of your DD214 and/or other substantiating documents specifying the periods of your service.

PHYSICAL/MENTAL REQUIREMENTS: Applicants must be able to physically and mentally perform efficiently the duties of the position. Qualified applicants with disabilities who can perform the essential functions of the advertised position are encouraged to apply. The Hawaii Health Systems Corporation is committed to making reasonable accommodations on a case-by-case basis. Applicants seeking reasonable accommodation should be ready to discuss the accommodation sought so that a determination can be made that such accommodation is reasonable and would not cause the employer undue hardship.

PHYSICAL EXAMINATION REQUIREMENT: Offers of employment will be conditioned on the results of a complete physical examination, which includes a drug screening. For certain job categories, applicants may be referred to a HHSC-designated physician, rather than the applicant's personal physician of choice. The cost for all physical examinations, except the cost for the drug screening, shall be borne by the applicant and not the Hawaii Health Systems Corporation. The Hawaii Health Systems Corporation shall bear the cost of the drug screening.

CRIMINAL/BACKGROUND, CREDENTIALING CHECKS: Applicable checks will be conducted. If a job offer is made or employment is begun prior to completion of all applicable checks, any offer of employment or continued employment is contingent upon satisfactory return of all required checks.

HOW TO APPLY: Applications are available at the **Maui Memorial Medical Center;** Human Resources Office, 285 Mahalani St. Apt #22 Wailuku, HI 96793. **Mailing Address:** 221 Mahalani St. Wailuku, HI 96793. You can call (808) 242-2251, e-mail: mmmcjobs@hhsc.org or visit our website at www.hhsc.org. Application hours are: M-F 7:45 a.m. to 4:30 p.m., excluding holidays at which time applicants are able to complete an application and have their application reviewed by the facility Human Resources Office. Only applicants that have been through a Human Resources (HR) applicant screening process will be considered for an interview with a hiring manager. Applications for announcements with a deadline date must be filed no later than the last day to file applications. Applications for announcements with "Continuous Recruitment Until Needs are Met" will be accepted as long as there are vacancies. Inactive/filled announcements will be taken off the HHSC website.

STEPS TO AN ADMINISTRATIVE REVIEW: If you do not agree with a decision made by the Employment Office as to your non-qualification or non-selection for a position, you may complete a Request for Administrative Review form (available on the HHSC website) or you may submit a written request within twenty (20) days from the date of your sent notice to the Regional Chief Executive Officer/Designee. Your letter requesting the Administrative Review must include 1. The job title(s) and recruitment number(s). 2. The specific reason(s) you are requesting the review noting if there is a statute or rule violation, and 3. Any additional information you want to submit to substantiate your request. **If you do not submit your request within the twenty (20) days deadline, no Administrative Review will be conducted.** Since the Administrative Review is a prerequisite to subsequent steps, failure to utilize this process will make you ineligible for subsequent appeals. The administrative review, formal complaint and/or appeals hearing will not necessarily postpone the recruitment process and/or rescind a selection.

If you do not agree with the Administrative Review, you may file a Formal Complaint and then, if you are still not satisfied, you can appeal to the HHSC Merit Appeals Board.