

PART II

HAWAII HEALTH SYSTEMS CORPORATION
STATE OF HAWAII

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Minimum Qualification Specifications
for the Classes:

CLERK II, III, IV AND V

Experience Requirements:

Except for the substitutions provided for in this specification, applicants must have had progressively responsible experience of the kind and quality described in the statements below and in the amounts shown in the following table, or any equivalent combination of training and experience:

Class Title	Basic Exp (yrs)	Gen Clerical Exp (yrs)	Supervisory Aptitude	Total Exp (yrs)
Clerk II	1/2	0		1/2
Clerk III	1/2	1		1-1/2
Clerk IV	1/2	2	*	2-1/2
Clerk V	1/2	3	*	3-1/2

Basic Experience:

Applicants must possess one-half (1/2) year of work experience which involved performance of clerical tasks which demonstrated knowledge of English grammar; spelling; arithmetic; ability to read and understand oral and written instructions; ability to write simply and directly; and ability to compare words and numbers quickly and accurately.

For Clerk III, IV, & V; in addition to meeting the basic requirements above, applicants must have had general clerical work experience of the kind and quality described below.

General Clerical Experience:

Work experience which involved performance of a variety of clerical tasks which demonstrated knowledge of English grammar, spelling, arithmetic, common office appliances and equipment; and the ability to read and understand oral and written instructions, carry out procedures in clerical work systems, speak and write simply and directly, compare words and numbers quickly and accurately, operate various kinds of office equipment.

*Applicants for Clerk IV and V must demonstrate possession of Supervisory Aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader, or in similar work in which opportunities for demonstrating supervisory capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Non-Qualifying Experience:

Experience limited to the performance of simple and repetitious clerical work which primarily involved a short cycle of tasks and manual dexterity shall not be considered qualifying. Examples of such non-qualifying work include but is not limited to such tasks as wrapping and unwrapping articles; opening envelopes, folders and similar containers, affixing tags and labels; arranging, rearranging or tidying up office desks and equipment; delivering, distributing or collecting correspondence or parcels.

Substitution Allowed:

1. Graduation from high school or equivalent may be substituted for Basic Experience.
2. Excess clerical experience may be substituted for Basic Experience.
3. Successful completion of a substantially full-time equivalent clerical curriculum of a duration of a year or longer, leading to a degree or diploma at an accredited community college, or at a business or technical school which included courses in basic English, arithmetic, general clerical procedures, and office machines will be deemed to have met the General Clerical experience requirements for the Clerk III level.
4. Successful completion of a substantially full-time equivalent clerical curriculum leading to a degree, diploma, or a certificate of achievement at an accredited community college, business school or technical school which was for a period of less than one (1) year will be substituted for General Clerical experience on a month-for-month basis provided the training included courses in basic English, arithmetic, general procedures, and office machines.
5. Partial Completion of Clerical Training:
 - a. Completion of one-half (1/2) a school year of substantially full-time clerical

curriculum at an accredited community college, or business and/or technical school which included courses in basic English, arithmetic, general clerical procedures, and office machines may be substituted for six (6) months of General Clerical experience.

- b. Completion of one (1) school year (a program of more than one year in length) of substantially full-time clerical curriculum at an accredited community college, or business and/or technical school which included courses in basic English, arithmetic, general clerical procedures, and office machines will be deemed to have met the requirements for the Clerk III level.
6. Education in an accredited university in a baccalaureate program with courses in English composition and college mathematics may be substituted for general clerical work experience on the basis of fifteen (15) semester credits for six (6) months of experience, up to a maximum of two (2) years.

Selective Certification:

Specialized knowledges, skills, and abilities may be required to perform the duties of some positions. In such positions, applicants may be restricted to those who possess the pertinent experience and/or training required to perform the duties of the position.

Departments requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position.

Physical Requirements:

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. Disabilities in these or other areas will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section.

Any condition, which would cause applicants to be a hazard to themselves or others, is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the VP & Chief Human Resources Director.

Mental/Emotional Requirements:

All applicants must possess emotional and mental stability appropriate to the job duties and responsibilities and working conditions.

This is an amendment to the minimum qualification specifications for the classes, CLERK II, III, IV, & V to reformat Substitution Allowed and update Physical Requirements effective November 9, 2022.

This is an amendment to the minimum qualification specifications for the classes, CLERK I, II, III, IV & V to delete the CLERK I level, effective February 12, 2021.

This is an amendment to the minimum qualification specifications for the classes, CLERK I – V, to include the mental/emotional requirement and delete the test requirement, effective April 16, 2005.

This is the first minimum qualification specification for the classes CLERK I, II, III, IV and V.

This class is adopted from the State of Hawaii, relative to the transfer of classification and compensation jurisdiction to the Hawaii Health Systems Corporation, effective July 1, 1998, pursuant to Act 262, Session Laws of Hawaii, 1996.

DATE APPROVED: Nov 9, 2022

JUANITA LAUTI
VP & Chief Human Resources Officer