



DEPARTMENT OF PUBLIC SAFETY
REPORT TO THE 2007 LEGISLATURE

ACT 160, SECTION 63.1
SESSION LAWS OF HAWAII 2006

REPORT ON NURSING SERVICES CONTRACTS FOR
CORRECTIONAL FACILITIES

DECEMBER 2006

In accordance with Act 160, under section 63.1, page 500 of the 2006 Hawaii Session Laws, pertaining to a report on action taken to decrease reliance on contracting-out nursing services and on the current number of nursing vacancies, funds provided for nursing services, the Department of Public Safety submits the following:

The Health Care Division (HCD) successfully recruited 8 nurses over the 2006 calendar year decreasing the recruitable vacancy percentage from a projected 20.29% to a current rate of 12%.

Authorized Nursing Positions	Recruitable Vacant Nursing Positions	Recruitable Vacancy Percentage	Total Vacant Positions	Total Vacancy Percentage
72	9	12%	13* unable to recruit 4 vacant positions as they are currently in union negotiations to reallocate from LPN to RN positions	18%

The HCD implemented a two-pronged approach to address the nurse shortage and reduce dependence on supplemental staffing agencies. The first area of focus was to increase the Division's participation in recruitment by:

- Providing correctional nursing career path exposure through a variety of on-site clinical experiences for both University of Hawaii and Hawaii Pacific University nursing programs.
- Working with the PSD Personnel Office to assure all nursing vacancies were placed on continuous open recruitment through DHRD.
- Initiating frequent recruitment list requests.
- Conducting timely and efficient interviews through the use of an interview day where all nursing candidates are consecutively interviewed by a panel of nurse managers representing facilities with vacancies.
- Actively recruiting nurses in the community through attendance at selected job fairs, professional networking and referrals, recruitment of selected supplemental staffing nurses.

The second approach was to focus on retention of current nurses. The Division has implemented several initiatives that enhance and support professional development, improve the working environment, professional milieu and performance including:

- Conducting a review of the clinical work needs focused on optimizing the efficiency and effectiveness of daily operations resulting in a request to reallocate 4 LPN positions to RN positions to better meet operational needs
- Supporting the professional development of existing LPN staff enrolled in RN nursing programs through flexible work shift scheduling and RN position reallocation allowing for recruitment of this staff upon graduation and obtaining registered nurse licensure.
- Development and implementation of standardized nursing operations throughout correctional facilities; thereby establishing a degree of consistency of nurse practice between correctional facilities.
- Implementation of an annual CORE competency skills review process that provides an annual practice review of the technical nursing skills used in correctional nursing to assure basic competency in the performance of these skills.