COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010
(213) 738-2222 FAX (213) 637-0820

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

November 4, 2005

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of November 3, 2005. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 357 employees at KDMC. Of this number, 182 actions have resulted in discharges or resignations. A total of 44 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed 11 cases and have opened 8 additional cases. As a result, our open caseload is currently 62 (detailed summary information is contained in Attachments I and II).

There were no new cases involving physicians and six new cases involving nurses this week. Five of the cases involving nursing personnel related to alleged misconduct and substandard attendance. An article appearing in today's Los Angeles Times involves a Nurse Manager allegedly engaged in the illicit sales of cardiopulmonary–resuscitation (CPR) certification cards at KDMC. On November 2, 2005, we were notified by the DHS Audit & Compliance Division (A&CD) of their undercover investigation of this matter. Upon receipt of the notification, KDMC Administration and KDMC Performance Management took immediate action to suspend the Nurse Manager without pay, pending the outcome of the A&CD investigation.

RECRUITMENTS

The Director of Quality Management and Performance Improvement (Assistant Nursing Director, Administration) has been selected and is scheduled to start on Wednesday, November 16, 2005. In addition, twelve (12) new hires and transfers have been appointed and are scheduled to start on Monday, November 7, 2005, as follows: one Nursing Instructor, two Staff Nurses, and one Clinic Nurse in the Emergency Room; one Clinical Nurse Specialist and four Staff Nurses in the ICU; two Staff Nurses in Medical/Surgical; and one Staff Nurse in Psychiatry. Furthermore, two Interim Permittees, Nursing have been appointed and are scheduled to start on November 7, 2005 (one in the Emergency Room and the other in Medical/Surgical).

KDMC participated in the annual DHS Nursing Job Fair event held at Harbor-UCLA Medical Center on October 29, 2005. The KDMC nurse recruiters will also be attending upcoming job fairs being hosted by the nursing programs at Cerritos College, Cypress College, El Camino College, Los Angeles Harbor College, Long Beach Community College, and Santa Monica College. In addition, preliminary discussions have been initiated with the UCLA School of Nursing regarding the development of a partnership program with their Master of Science in Nursing (MSN) students.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Antionette Smith Epps
Fred Leaf
Kae Robertson

H:KDMCSTATUSMEMO FINAL 11/4/05

KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE

Period: 01/26/04 - 11/03/05

Dated: 11/3/2005

Closed Cases -	662
Open Cases -	62
Referred Cases -	14
Grand Total =	738

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	9	2	26	0	21	58
Discharges of Probationers	0	5	5	1	6	17
Suspensions (6 - 30 Days)	3	10	40	4	21	78
Suspensions (1 - 5 Days)	7	7	20	1	13	48
Reprimands	5	1	20	2	13	41
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	28	6	7	69
Release of Temporary Employee	9	1	22	0	5	37
Medical Release	0	0	0	0	1	1
Subtotal	**52**	**36**	**162**	**17**	**90**	**357**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary Corrective Actions [4]	22	8	34	43	26	133
Total Actions Taken	**74**	**44**	**196**	**60**	**116**	**490**

1 Includes: Physician series; Physician's Assistant; and Nurse Practitioners
2 Includes: Surgical Technicians; Medical Technologists; etc.
3 Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant
4 Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

Attachment I

KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – *MEDICAL STAFF*
Period: 01/26/04 – 11/03/05

Dated: November 3, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Formal Discipline:				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	44	7	1	52

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	20	1	1	22
Total of Action Taken	64	8	2	74

Attachment II