COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

April 7, 2006

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 April 6, 2006. 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 435 employees at KDMC. Of this number, 224 actions have resulted in discharges or resignations. A total of 51 disciplinary actions have been taken against physicians and 36 physicians have been discharged or resigned.

Since our last report, we have closed four cases and have opened three additional cases. As a result, our open caseload is currently 64 (detailed summary information is contained in Attachments I and II).

One of the new cases involves a physician. The case relates to a physician who allegedly permitted a nurse to perform functions outside the scope of her duties. Another new case involves a nurse who allegedly performed duties outside the scope of a critical care nurse.

RECRUITMENTS

KDMC's Nurse Recruiters are attending job fairs next week at Mt. San Antonio College, Harbor Community College, and Cypress College. In addition, on April 26, 2006, KDMC will host a tour for nursing students enrolled in the Los Angeles Trade Technical College Registered Nursing (RN) Program. The students will have an opportunity to meet with

hiring managers and visit each of the nursing units. They will also be encouraged to apply for Student Worker and Senior Student Worker items while in the RN Program and Interim Permittee or Staff Nurse opportunities upon graduation.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Joanne Sturges
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO 040706

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

Period: 01/26/04 - 04/06/06

Dated: 4/6/2006

Closed Cases -	804
Open Cases -	64
Referred Cases -	11
Grand Total =	879

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	10	3	29	0	29	71
Discharges of Probationers	0	6	7	1	9	23
Suspensions (6 - 30 Days)	4	11	45	4	35	99
Suspensions (1 - 5 Days)	10	7	22	1	15	55
Reprimands	7	2	22	2	14	47
Warnings	0	1	1	3	5	10
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	11	1	33	0	8	53
Medical Release	0	0	0	0	1	1
Subtotal	**61**	**40**	**190**	**17**	**127**	**435**

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary [4] Corrective Actions	23	9	38	43	29	142
Total Actions Taken	**84**	**49**	**228**	**60**	**156**	**577**

[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: 01/06/04 - 04/06/06

Dated: 4/6/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Formal discipline:				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	11	0	0	11
Medical Release	0	0	0	0
Subtotal	**51**	**9**	**1**	**61**

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	**72**	**10**	**2**	**84**

Attachment II