COUNTY OF LOS ANGELES
DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 2, 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 September 1, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 289 employees at KDMC. Of this number, 146 actions have resulted in discharges, releases or resignations. A total of 35 disciplinary actions have been taken against physicians and 27 physicians have been discharged or resigned.

Our closure rate continues to exceed the number of referrals received. Since our last report, we have closed seven cases and have opened two additional cases. As a result, our open caseload is currently 88 (detailed summary information is contained in Attachments I and II). There is one new physician case which involves an allegation of unprofessional behavior.

RECRUITMENTS

Seven new Staff Nurses have been hired and are scheduled to start by mid-September (three will be working in Medical/ Surgical; two in Psychiatry; one in Cardiac Care; and one in the Emergency Room). Furthermore, two additional nursing management positions

have been filled by internal promotions. One promotion was for an Assistant Nursing Director Administration for the Staffing Office and the second was for a Nurse Manager/Nights. We are continuing our aggressive recruitment efforts heading into the fall months. The next RN Interview Day is scheduled for Friday, September 16, 2005.

If you have any questions, please call me.

MJH:REB
SBH:ck

Attachments

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

H:KDMCSTATUSMEMO 9/2/05 Final

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

Period: 01/26/04 - 09/01/05

Dated: 9/1/2005

Closed Cases -	559
Open Cases -	88
Referred Cases -	17
Grand Total =	664

TYPE OF ADMINISTRATIVE ACTION	Medical Staff [1]	Ancillary Medical Staff [2]	Nursing Staff [3]	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	8	0	22	0	14	44
Discharges of Probationers	0	2	5	0	4	11
Suspensions (6 - 30 Days)	2	6	30	3	14	55
Suspensions (1 - 5 Days)	4	6	20	1	12	43
Reprimands	5	1	20	2	9	37
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	16	7	22	6	6	57
Release of Temporary Employee	7	1	20	0	5	33
Medical Release	0	0	0	0	1	1
Subtotal	**42**	**24**	**140**	**15**	**68**	**289**

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	20	7	30	43	25	125
Total Actions Taken	**62**	**31**	**170**	**58**	**93**	**414**

[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 – 09/01/05

Dated: September 1, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Formal Discipline:				
Discharges	6	2	0	8
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	1	1	0	2
Suspension (1 - 5 Days)	3	1	0	4
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	14	1	1	16
Release of Temporary Employee	7	0	0	7
Medical Release	0	0	0	0
Subtotal	35	6	1	42

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	18	1	1	20
Total of Action Taken	53	7	2	62

Attachment II