

Both Councillors Vellucci and Preusser stated that a structured plan for recruitment must be developed in order to determine what the city has to do in order to increase nurses and overall medical personnel.

Mr. Les McLeod, Hospital Director, stated that he thought some serious conceptual problems existed in such areas as whether or not the Director of Social Services at the hospital should in fact be in charge of all social services for the city.

Councillor Preusser requested Mr. McLeod to prepare an organizational structure he believes is functional and appropriate for the hospital and to submit it for review by the Health Policy Board.

Dr. Livingston of the Hospital House Officer's Association questioned whether or not nurses would be used from outside agencies to beef up the shortage in the Intensive Care Unit.

Miss Kenney restated her earlier position relative to endangering patient care by bringing outside nurses to the hospital.

Dr. Livingston then questioned what the next step would be regarding the earlier discussions on establishing a day care facility.

Councillor Preusser suggested Dr. Livingston meet with Mr. Eric Allen of the Child Care Resource Center for assistance and further discussions on such things as space allocation, money and staff needs, etc.

Both Councillors Vellucci and Preusser requested Mr. McLeod to meet with Miss Kenny, Mr. Scott and Dr. Livingston in order to prepare a draft report and action plan for the hiring of minorities, displaced homemakers, paraprofessional training and a day-care center. Said report should be ready for the committee's review at the next meeting.

Mr. McLeod stated that he thought two weeks would provide sufficient time for the preparation of such a report.

Councillor Vellucci scheduled the next meeting for Wednesday, June 13, 1979 at 11:00 A. M. in the Board Room.

The meeting adjourned at 12:50 P. M.

For the Committee,

Councillor Alfred E. Vellucci
Chairman

City of Cambridge

In City Council June 4, 1979

The City Council Committee on Health and Hospitals, comprised of Councillors Alfred E. Vellucci, Chairman, Mary Ellen Preusser and Walter Sullivan, held a meeting of the Committee on Wednesday, May 30, 1979 at 11:00 A. M. in the Board Room at ~~to which~~ the Cambridge Hospital. The purpose of the meeting was to continue discussions with the House Officer's Association relative to equipment and staffing needs, particularly regarding the staffing at the Intensive Care Unit.

Councillor Vellucci, Chairman of the Committee, requested to hear from Ms. Joan Kenny, Director of Nurses.

Miss Kenny reported she is and has been actively attempting to recruit nurses for I.C.U. but without success. She further stated that all hospitals in the area are experiencing similar problems. She reported that extensive advertising in papers such as the Boston Globe, Herald American, New York Times, El Mundo, Watertown Press and the Cambridge Chronicle has brought little success.

Councillor Preusser stated that it was believed by the Committee that the lack of a solid orientation and continual in-service training program resulted in many nurses leaving the Intensive Care Unit.

Miss Kenny responded by stating she would like to have a unit teacher to do nothing else but run in-service training. She said that for this to be done, one nursing position from the current 22 would have to be ~~Reports,~~ taken. In terms of staffing both in I.C.U. and throughout the hospital, a Master Staffing Plan is followed from which staffing patterns are based. She said that no patient is left without proper care whether the patient requires a special duty nurse or a float nurse is called from another floor or the nurse on duty remains on duty for a second shift. Miss Kenny further stated that it was the unanimous opinion of all Nursing Supervisors at the hospital as well as the hospital administration that hiring nurses from an outside agency and placing them for eight hours in the Intensive Care Unit could endanger the high level of patient care that currently exists at the hospital.

She further stated that she would like to develop a program with Northeastern University's School of Allied Health whereby health aides could become paraprofessionals and work with the Registered Nurses in the Intensive Care Unit.

At this time Councillor Vellucci questioned what kind of a program existed at the hospital for the hiring of minorities in the nursing field.

Mr. Percy Scott, Personnel Coordinator at the hospital, responded by stating that there was no specific plan for hiring minorities other than the overall Affirmative Action policy for the City of Cambridge.

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REPORT

Committee on Health and Hospitals for
meeting held May 30, 1979 re: discussions
with the House Officer's Association.

In City Council,

June 4, 1979

6/4/79

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