



Government of Guam
 Department of Administration
 Human Resources Division
Job Announcement



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OPEN COMPETITIVE EXAMINATION

To establish a list for the position of
PSYCHIATRIC NURSE I

Announcement Number: DOA 42-17

Open: November 25, 2016
 Continuous

Pay Grade: OPEN: N-M-01; \$43,792.00 P/A – N-M-07; \$54,740.00 P/A

PROMOTION: N-M-01; \$43,792.00 P/A – N-M-18; \$76,636.00 P/A

The Government of Guam may offer competitive benefit packages, which includes retirement (Defined Contribution Plan 401 and 457), health insurance plans, cafeteria plan, an Employee Assistance Program, annual and sick leave, paid holidays and life insurance. For additional information regarding the Government of Guam Retirement, please visit www.pprf.com. For other inquires please visit Department of Administration website www.hr.doa.guam.gov

Who Can Apply

Open to all government of Guam employees and the public.

Qualification Requirements

One (1) year of experience in hospital nursing work and graduation from a recognized school for professional nurses with an Associate's degree or diploma in nursing and completion of a training program emphasizing psychiatric nursing procedures; or

Graduation from a recognized school for professional nurses with a Bachelor's degree in nursing .

Necessary Special Qualification

Possession of a current license as a Registered Professional Nurse on Guam.

Nature of work

This is a entry professional psychiatric nursing work in the Department of Mental Health and Substance Abuse. Employees in this class perform routine nursing functions with independence after initial orientation and training in accordance with policies, procedures and standard practices of the nursing profession. Work requiring more advanced nursing skills and judgement are performed under the close supervision of a higher level nurse or physician.

Illustrative Examples of Work

Prepares a nursing assessment of patient on admission that include a nursing history, observation of physical appearance, and mental status examination to arrive at a nursing diagnosis. Works closely with other members of the total treatment team in the formulation of the total care plan for patients. Formulates a nursing care plan to promote patient's emotional and physical well being. Provides comprehensive nursing care for any type of psychiatric patient; evaluates the outcome of nursing interventions and goals. Observes patients closely, evaluating and recording any significant behavior and reaction patterns for psychiatrist's or team's use in re-evaluation of treatment plan. Participates in group therapy sessions with patients. Administers medications to each patient; observes the behavioral reactions to prescribed medications and reports observations to psychiatrist for modification. Documents nursing actions taken, medications and treatments given with responses as required. Performs related duties as required.

Knowledge, Abilities & Skills

Knowledge of professional principles, theories and practices of professional nursing as applied in psychiatric setting. Knowledge of personality development theories for evaluation behavior and reaction patterns of patients. Knowledge of group interactions and theories of group therapy. Ability to learn and apply nursing techniques, operations and equipment, particularly those applied to a psychiatric setting. Ability to make work decisions in accordance with professional standards, rules, and regulations and other program guidelines. Ability to administer detailed therapeutic prescriptions. Ability to interpret and explain the purposes and methods of prescribed treatments and necessity for continuing such treatments to concerned individuals. Ability to maintain records and charts and to prepare reports. Ability to instruct subordinate nurses and ancillary personnel in the care and treatment of patients. Ability to understand and follow oral and written instructions. Ability to work effectively with employees and the public.

Minimum Educational Requirements

All new employees (meaning not a current government of Guam employee to include reemployment/re-appointment eligibles), shall be required to have a high school diploma or equivalent as allowed by Public Law 29-113 when applying for a position, with the exception of those positions listed on the list approved by the DOA Human Resource Manager.

Documentation Requirements

Applicants claiming educational accomplishments are required to submit official or verified copies of transcripts or diplomas. The diploma, degree, or credits required must come from an educational institution that is accredited or recognized by either its government or a government recognized accrediting agency. This applies to all new employment after October 1, 2008 pursuant to Public Law 29-113. If you wish to claim for any preference points, please read the employment application General Instruction page for additional information. If you have any questions, please contact the Recruitment Branch at 475-1141/1128/1174

PSYCHIATRIC NURSE I

Suitability Determination Form

Your employment application will not be deemed completed unless the Suitability Determination Form is completely filled out, signed and dated. If it is not complete or missing from your application, your application for this position will be rejected. Please pay particular attention to question #2. If you answer "yes", you must attach your police clearance that is no older than one (1) month from the date of submitting your application. In addition, please resubmit an updated Suitability form if anything occurred that warrants updating your responses on your Suitability Form after you have submitted your application.

Prohibition Pursuant to P.L. 28-98

No person convicted of a sex offense under the provision of chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses, or who is listed on the Sex Offender Registry shall work in any agency or instrumentality of the government of Guam

Examination Requirements

Applicants will be rated on a scale between 70.00 and 100.00 percent on the basis of their training, education and experience in relation to the requirements of the position.

Interviewing Procedures

A personal interview or interview by telephone (if off-island) will be held by the appointing authority or his designee for all eligibles referred via certification.

Employment Medical Examination

All applicants accepting employment must undergo a medical examination and be declared by the physician as capable of performing the duties of the position being hired for.

Work Eligibility

When offered a position, you will be required to provide proof of identity and eligibility for employment in the United States as condition of employment.

Drug Screening

Applicants selected for and offered employment with the Government of Guam shall undergo and pass a mandatory drug test before being employed. This also applies to employees selected for Test Designated Positions (TDP), failure to submit or pass such drug test shall be grounds for rescinding the offer of appointment.

Police & Court Clearances Requirements


If selected for this position, your selection will be conditional pending submission of a recent police and court clearance, and taking and passing a drug test (see Drug Screening section of the announcement). The hiring department will mail a letter to you explaining these requirements. You will have five (5) business days from the postmarked date of your letter to submit police and court clearances that are no older than one (1) month from the date of your letter. The cost of the clearances is your responsibility. If you have already submitted clearances with your employment application, you will not be required to resubmit as long as they meet the date criteria above. If you do not have any conviction or conditions that would warrant rescinding the job offer, and pass the drug test you will be notified of your start date.

Where to Apply

Submit job applications at the Department of Administration, Human Resources Division 2nd floor, ITC building, Tamuning, between the hours of 8:00 a.m. – 5:00 p.m., Monday through Friday. Individuals with disabilities who require special accommodation should contact this office prior to any scheduled examinations or interviews.

For More Information

Call or visit us at the Department of Administration, Human Resources Division at (671)475-1141/1128 or the Department of Labor, One Stop Career Center at (671) 475-6400. In addition, job announcements and job application forms are accessible to Department of Administration's website at www.hr.doa.guam.gov. Also, job applications can be downloaded from www.govguamdocs.com or email to doajobs@doa.guam.gov


For: SHANE G. L. NGATA
PERSONNEL SERVICES ADMINISTRATOR
HUMAN RESOURCES DIVISION

WE ARE AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. WE DO NOT DISCRIMINATE ON THE BASIS OF RACE, RELIGION, COLOR, SEX, AGE, DISABILITY, EXCEPT FOR POSITIONS REQUIRING BONA FIDE OCCUPATIONAL QUALIFICATION.