

YOUR UNION: YOUR VOICE BE INFORMED AND GET INVOLVED



Hawaii Nurses & Healthcare Professionals

BEWARE of eSAR

At a recent HNHP Steward Council, a presentation was given to the HNHP Stewards by Compliance Officer- Maria Kaneshiro that focused on Protected Health Information. The Enterprise System Activity Review (eSAR) program systematically and proactively monitors and detects inappropriate access to KP systems by flagging unusual or potentially concerning activity and helps KP meet HIPAA Security Rule requirements for ongoing monitoring. KP started using this program at the end of 2021 with full review in September 2022.

Over 374 events were reviewed with 316 closed as "normal activity" while over 50 investigations were opened by Compliance. Unfortunately several of our HNHP members were investigated resulting in Corrective Action Level 4 (day of decision-suspension) being given to those who accessed PHI without a clinical or business need to perform job duties.



eSAR Priority Use Cases

Common use cases where inappropriate access was identified and required disciplinary action:

 Same Coverage Employee views record of patient who is on their personal insurance coverage	 Same Address Employee views record of patient who resides at the same home address	 Same Department Employee views record of patient who works in same department	 Direct Report Manager views record of patient who is their direct report
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REMEMBER:

- Only access records as necessary to perform assigned work duties
- Do not access family/friends' records to "help" them. Refer them to appropriate channels
- Do not access records of people you know (friends/co-workers/VIPs) except as necessary to provide treatment/services
- Keep devices secure and passwords protected
- Use KP.ORG to access records of family members for personal use

HNHP

August Newsletter Highlights

BEWARE OF ESAR

Action Needed:
Alliance Psychological
Safety Survey

Know Your Contract

HNHP TOWNHALL

DID YOU KNOW?

HAVE QUESTIONS?

ASK US AT
INFO@HNHP.ORG
(808) 664-6364
MEMBERSHIP@HNHP.ORG
(808) 892-8779

Continue >>

Alliance Unions Psychological Safety Survey: Share your experience to advance psychological safety at KP



If you have not already done so, please take the time to complete the Alliance Survey to Advance Psychological Safety Across KP. This is an opportunity for your voice to be heard. Your responses will help the National Health, Safety, Well-Being Committee (NHSWBC), comprised of Alliance and KP leaders, gain insight, inform strategies, and get closer to fostering a psychologically safe and just KP. Your answers are anonymous and confidential. The survey link is <https://kp.org/peoplelistening> or use QR code.



SURVEY DEADLINE EXTENDED

GET TO KNOW YOUR CONTRACT

- Pension Plan - The Pension Multiplier will be 1.45% effective January 1, 2020 will cover all prior years of service as well.
- Tax Sheltered Annuity (TSA) - The Employer shall provide a 403(b) Plan and such plan will include a fifty percent (50%) match on up to two percent (2%) of gross pay. The Employer shall provide a performance-based contribution to the 403(b) plan if the applicable performance requirements are satisfied.

THE FULL CONTRACT IS AVAILABLE ON THE HNHP WEBSITE

Join HNHP's Monthly Member Townhalls

Register for upcoming monthly HNHP Townhalls
Join to hear the latest updates from your Union,
occurring every third Saturday from 4-5 pm.

Remaining 2023 Dates:
Aug 19, Sept 16, Oct 21, Nov 18, Dec 1



GET INVOLVED

THE HAWAII LABOR MANAGEMENT PARTNERSHIP (LMP) TEAM IS
LOOKING FOR WILLING MEMBERS TO BECOME UNIT BASED
TEAM LABOR SPONSORS AND
LMP EDUCATORS/TRAINERS. IF YOU ARE INTERESTED OR WANT
MORE INFORMATION, PLEASE REACH OUT TO ONE OF THE
APRS LISTED HERE.



Did You Know?

Your Alliance
Partnership
Representatives (APR)
from HNHP:

**Madeleine Patoc
Sandra Yamamoto**

Joining the team in
September will be
**Claire Bautista and
Monica McMurry**