
HOUSE CONCURRENT RESOLUTION

REQUESTING THE GOVERNOR TO SUPPORT THE ETHICAL RECRUITMENT OF
NURSES.

1 WHEREAS, ethical recruitment is a hiring process free from
2 intimidation, misleading information, or exploitation; and

3
4 WHEREAS, ethical recruitment includes transparency in
5 communications and offers of employment, the availability of
6 information necessary for the informed decision making, full
7 disclosure of licensure requirements, adoption of high ethical
8 standards, and sanctions for unethical practices; and

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10 WHEREAS, nurses have a right to determine the country in
11 which they seek to work, and that a thorough decision making
12 process by nurses can be made only with complete information
13 concerning the implications of relocation; and

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15 WHEREAS, nurses coming to practice in the United States
16 should do so under their own free will, with the expectation of
17 receiving equal treatment with all nurses working in the United
18 States; and

19
20 WHEREAS, a proper consideration of ethical recruitment
21 policies is necessary to address the growing shortage of nurses
22 in the United States, and that the health and future of this
23 United States depends in part upon a adequate and appropriately
24 qualified supply of licensed nurses; and

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26 WHEREAS, it is in the best interests of the State to
27 monitor nurse recruiting agencies and develop sanctions for
28 those agencies that engage in unethical recruitment practices,
29 and collect and disseminate accurate statistics about the
30 numbers and types of domestic and internationally educated
31 nurses coming to the State, and their places of employment
32 within the State; and



1
2 WHEREAS, the State recently entered into an agreement with
3 a province in the Philippines concerning the recruitment and
4 relocation to the State of nurses from the Philippines; and
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6 WHEREAS, the National Council of State Boards of Nursing
7 has just announced that the National Council Licensure
8 Examination ("NCLEX") will be given in Manila, Philippines; and
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10 WHEREAS, the National Council Licensure Examination is now
11 given in the following cities throughout the world:
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- 13 (1) London, England;
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- 15 (2) Seoul, South Korea;
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- 17 (3) Hong Kong, China;
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- 19 (4) Sydney, Australia;
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- 21 (5) Toronto, Montreal, and Vancouver, Canada;
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- 23 (6) Frankfurt, Germany;
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- 25 (7) Mumbai, New Delhi, Hyderabad, Bangalore, and Chennai,
26 India;
- 27
- 28 (8) Mexico City, Mexico;
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- 30 (9) Taipei, Taiwan; and
- 31
- 32 (10) Chiyoda-ku and Yokohama, Japan; and
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34 WHEREAS, guidelines are needed for the implementation of
35 that agreement and future agreements with any sovereign nation;
36 now, therefore,
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38 BE IT RESOLVED by the House of Representatives of the
39 Twenty-fourth Legislature of the State of Hawaii, Regular
40 Session of 2007, the Senate concurring, that the state
41 administration is respectfully requested to adopt guidelines on
42 the ethical recruitment of nurses in order to implement the
43 agreement between the State and provinces of the Philippines
44 relating to the recruitment and relocation to the State of



1 nurses from the Philippines and future agreements with any
2 sovereign nation relating to the recruitment and relocation to
3 the State of nurses from that sovereign nation; and
4

5 BE IT FURTHER RESOLVED that certified copies of this
6 Concurrent Resolution be transmitted to the Governor and the
7 Chair of the State Board of Nursing.
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OFFERED BY: Marilyn B. Lee

Dwyer

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J. Phil. Hernandez

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Alex M. Santos

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