

HOSPITALS - Dominican Hospital R P 7-23-94 Dominican Hospital eliminates eight management positions

Eight management positions were eliminated this week at Dominican Hospital as part of a reorganization effort there.

These cuts, and others, are in response to a lower volume of patients and technical innovations which combined, will call for less personnel, according to a statement released yesterday by hospital officials. Reductions will be in various departments and bring to a total of 14 the number of senior and mid-management positions eliminated in the past year as a result of attrition and consolidation.

Although no details were provided, "limited" cuts to staff later this summer were also announced. A spokesperson with the

California Nurses Association said some of these cuts are expected to be among trained medical staff at Dominican.

Additionally, 35 eligible employees were offered enhanced early retirement in an effort to reduce the work force voluntarily. It is not known at this time how many workers will accept the offer. In all about 1,400 people are employed at Dominican's two institutions.

"It's not easy to eliminate jobs, but Dominican needs to balance shifting expenses with a declining number of patients," said Sister Julie Hyer, hospital president. "At the center of this plan is our commitment to continue to meet our customers' expectations for quality health care services."

The restructuring at Dominican is typical of similar efforts happening at hospitals across the country looking to reduce operating costs. A partial need for the change is due to the fact that fewer patients are being admitted to California hospitals for acute care. The trend in insurance toward Health Maintenance Organizations may account for this change in statistics, since HMO's encourage prevention, outpatient and home care settings.

In 1993 Dominican admitted an average of 138 patients a day; projections for this year indicate a drop to 128 patients daily, according to hospital officials.

— Elizabeth Schilling