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# HOUSE CONCURRENT RESOLUTION

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REQUESTING THE GOVERNOR'S CONTINUED SUPPORT FOR THE ETHICAL  
RECRUITMENT OF NURSES.

1 WHEREAS, ethical recruitment is a hiring process free from  
2 intimidation, misleading information, and exploitation; and  
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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  
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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 these  
23 United States depend in part upon an adequate supply of  
24 appropriately qualified 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 WHEREAS, the State recently entered into an agreement with  
2 a province in the Philippines concerning the recruitment and  
3 relocation to the state of nurses from the Philippines; and  
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5 WHEREAS, the National Council of State Boards of Nursing  
6 has just announced that the National Council Licensure  
7 Examination ("NCLEX") will be given in Manila, Philippines; and  
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9 WHEREAS, the National Council Licensure Examination is now  
10 given in the following cities throughout the world:  
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- 12 (1) London, England;
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- 14 (2) Seoul, South Korea;
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- 16 (3) Hong Kong, China;
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- 18 (4) Sydney, Australia;
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- 20 (5) Toronto, Montreal, and Vancouver, Canada;
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- 22 (6) Frankfurt, Germany;
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- 24 (7) Mumbai, New Delhi, Hyderabad, Bangalore, and Chennai,  
25 India;
- 26
- 27 (8) Mexico City, Mexico;
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- 29 (9) Taipei, Taiwan; and
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- 31 (10) Chiyoda-ku and Yokohama, Japan; and  
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33 WHEREAS, guidelines are needed for the implementation of  
34 that agreement and future agreements with any sovereign nation;  
35 now, therefore,  
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37 BE IT RESOLVED by the House of Representatives of the  
38 Twenty-fourth Legislature of the State of Hawaii, Regular  
39 Session of 2007, the Senate concurring, that the Governor is  
40 respectfully requested to continue to adopt guidelines on the  
41 ethical recruitment of nurses to implement the agreement between  
42 the State and provinces of the Philippines relating to the  
43 recruitment and relocation to the state of nurses from the  
44 Philippines and future agreements with any sovereign nation



1 relating to the recruitment and relocation to the state of  
2 nurses from that sovereign nation; and

3  
4 BE IT FURTHER RESOLVED that certified copies of this  
5 Concurrent Resolution be transmitted to the Governor and the  
6 Chair of the State Board of Nursing.

