



Kahu Malama Nurses, Inc.

The Agency of Choice For Healthcare Professionals in Hawaii

Professional Code of Ethics

Kahu Malama Nurses pledges that in order to meet our own Standards of Performance and to earn the respect and trust of our clients and employees, we will apply these professional ethics to our best understanding of each situation and business transaction.

- ❖ We do not encourage or condone our employees recruiting client staff.
- ❖ We do not condone our employees discussing their salary or employment circumstances at the client workplace or with client staff.
- ❖ We do not knowingly hire and place the client's employees back in the client's facility – even at another physical location without client's knowledge and permission.
- ❖ We notify the client for permission before placement of any candidate who has recently left their employ.
- ❖ We do not condone our employees making negative or critical remarks about any client or encouraging or entering into negative conversations with client employees regarding their arrangements or circumstances.
- ❖ We secure client approval before placing any employee who might accrue overtime.
- ❖ We secure client approval before placing any employee whose experience is less than the agreed requirement.
- ❖ We do not knowingly offer or place employees at a facility where they work for another agency.
- ❖ We do not “ghost book” to hold schedule needs for our employees to choose from at some future time.
- ❖ We educate our employees about professional ethics, their expected behaviors and enforce these ethics as necessary.