



THE HOSPITAL & HEALTHSYSTEM  
ASSOCIATION OF PENNSYLVANIA

Testimony

Submitted on behalf of The Hospital &  
Healthsystem Association of Pennsylvania

---

**H.B. 2727**  
**Health Care Practitioner Identification**  
**Badge Act**

Before the  
**House Professional Licensure Committee**

Presented by  
Eugene Zegar  
Vice President, Human Resources  
Crozer-Keystone Health System

Philadelphia, PA  
October 23, 2008

4750 Lindle Road  
P.O. Box 8600  
Harrisburg, PA 17105-8600  
717.564.922 Phone  
717.561.5334 Fax  
<http://www.haponline.org>

Statement of  
The Hospital & Healthsystem Association of Pennsylvania

Before the  
House Professional Licensure Committee

Presented by

Eugene Zegar  
Vice President, Human Resources  
Crozer-Keystone Health System  
Springfield

Philadelphia, PA

Good afternoon. My name is Eugene Zegar, and I am the Vice President of Human Resources for Crozer-Keystone Health System. Crozer-Keystone Health System is a health system composed of five hospitals: Crozer-Chester Medical Center, Delaware County Memorial Hospital, Taylor Hospital, Springfield Hospital, and Community Hospital; all are located in Delaware County. As a health system, we employ 7,100 people, and are the largest employer in Delaware County. In addition, we have over 1,100 physicians on our staff.

I am pleased to offer a few comments regarding House Bill 2727, also known as the Health Care Practitioner Identification Badge Act.

For many years, the hospitals in the commonwealth have been in compliance with Department of Health regulations that require an identification badge which displays the person's name and professional designation. The Joint Commission also has requirements for patients and staff identification.

I would like to explain the system that is currently utilized at Crozer-Keystone Health System, and I suspect at many hospitals, to meet these long-standing requirements. Our identification policy has been in place, through various revisions, for over 25 years. No employee can begin work without an identification badge, and the policy provides in part:

- The identification badge is the property of Crozer-Keystone Health System and must be returned upon completion of employment.
- An employee identification badge bearing the employee's photograph, name, and job title will be issued to each new employee during orientation.
- Department managers will send transferred employees or employees with new titles or name changes to the Security Department for issuance of an updated identification badge at the earliest possible opportunity.
- Employee identification badges must be worn as close to "eye-level" as possible so that they can easily be seen by patients, visitors, co-workers, and others.

I believe the intent of House Bill 2727 models the Department of Health Regulations and model at least this health system's policies, but there are several differences. First of all, we currently require identification for all employees, not just those professions falling under a licensing board and all 1,100 physicians. Everyone who works in our health system must have proper and current identification, including agency or temporary employees, as well as contractors. Next, most identification systems today are computerized, programmable systems that encompass more than just identification.

At Crozer-Keystone, the badges are programmed to provide entrance into specific parking lots; the badges are used to record time and attendance in an automated payroll system and are utilized to provide access for designated employees to those areas that are access controlled; for example, in the operating room, maternity, cashiers office, or the pharmacy. These systems automatically record the time and identification of all people accessing the payroll system, or the entrance points. The identification badges also are utilized to record attendance at specific meetings or training sessions.

In addition, the programmable video system provides a permanent database for identification purposes throughout the health system. Upon termination, badges of departing employees are returned and deactivated, denying access, yet maintaining a permanent picture and record in the database.

The employer is currently charged with the responsibility of ensuring compliance with internal policy and state regulations. I don't understand how the licensing board can invoke discipline at each hospital or health care facility as required in the proposed legislation. This discipline or removal from work is currently being handled by the health care organization that has the current responsibility of enforcing employee identification regulations.

If an employee loses his or her badge, the employee would be issued a new one and the work schedule can be maintained. If the state boards are responsible for issuing badges, productive time will be lost while waiting for a replacement badge.

Our badges cost between \$5—\$10 to process, and we currently have badges for over 9,000 individuals. Project this cost over 200-plus hospitals in the commonwealth. To replicate this effort would be a huge financial burden to provide an identification system that is currently mandated by the Department of Health and The Joint Commission.

The purpose of the current identification regulations are to provide an opportunity for patients to identify the credentials and classifications of individuals who they connect with during their hospital stay, and it appears to be meeting this purpose. The proposed legislation would duplicate current practices; add significant cost to an overburdened system; and potentially slow down the employment process.

If there are problems with the current requirements, let's fix them, but let's not duplicate what all hospitals are currently doing and spread this responsibility to 15 to 20 different boards that are ill-equipped to handle this mandate.

Thank you.