Providence

Nurse Staffing Coalition

December 30, 2021

I, the undersigned with responsibility for Providence Centralia Hospital, Centralia, WA, attest that the attached staffing plan and matrixes were developed in accordance with RCW 70.41.420 for 2022 and includes all units covered under our hospital license under RCW 70.41. This plan was developed with consideration given to the following elements (please check):

- ☑ Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admissions, and transfers;
- ☑ Level of intensity of all patients and nature of the care to be delivered on each shift;
- ☑ Skill mix;
- ☑ Level of experience and specialty certification or training of nursing personnel providing care;
- ☑ The need for specialized or intensive equipment;
- ☑ The architecture and geography of the patient care unit, including but not limited to placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment;
- ☑ Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations;
- ☑ Availability of other personnel supporting nursing services on the patient care unit;
- ☑ Strategies to enable registered nurses to take meal and rest breaks as required by law or the terms of an applicable collective bargaining agreement, if any, between the hospital and a representative of the nursing staff.

This staffing plan was adopted by the hospital on: 12/31/2021.

As approved by Darin Goss, Chief Executive

Darin Goss, MPH, FACHE
Chief Executive
Providence St. Joseph Health
Southwest Washington Service Area

Providence

Nursing Administration
413 Lilly Rd NE
Olympia, WA 98506
360-493-4044

Pursuant to the Nurse Staffing Law (Patient Safety Act. HB 1714, the following is provided to meet the regulatory compliance standard.

1. Matrix by Unit and Shift
2. Chief Executive Attestation Form

Please reach out to me if there are any questions, clarifications, concerns. I am happy to respond and provide clarification as to the staffing plan for Providence Centralia Hospital.

December 22, 2021

Suzanne K. Scott, MSN, RN, NEA-BC, FACHE
Chief Nursing Officer
Providence Centralia Hospital
Suzanne.Scott@providence.org

Staffing Matrix per unitt: Additional Resources may include but are not limited to:
Respiratory Therapy, Physical Therapy, Occupational Therapy, Speech Therapy, Phlebotomy, Care Coordinators, Social Workers, Chaplains, Palliative Care , Pharmacists, Health Unit Coordinators, Assistant Nurse Manager, Unit Manager, Director, Dietary staff, Certified Nurse Assistants, Hospitalists Providers, Rapid Response and Code blue teams

Medical south Days				Medical East				Surgical				CCU				Pcu			
Census	RN	CN A	HUC	Census	RN	CN A	HUC	Census	RN	CN A	HUC	Census	RN	CN A	HUC	Census	RN	CN A	HUC
1	2	0	0	1	2	0	0	1	2	0	0	1	2	0	1	1	2	0	0
2	2	0	0	2	2	0	0	2	2	0	0	2	2	0	1	2	2	0	0
3	2	0	0	3	2	0	0	3	2	0	0	3	2	0	1	3	2	0	0
4	2	0	0	4	2	0	0	4	2	0	0	4	2	0	1	4	3	0	0
5	2	0	0	5	2	0	0	5	2	0	0	5	3	0	1	5	3	0	0
6	2	0	0	6	2	0	0	6	2	0	0	6	3	0	1	6	3	0	0
7	3	0	0	7	2	0	0	7	3	0	0					7	3	0	1
8	3	0	0	8	2	0	0	8	3	0	0					8	3	0	1
9	3	0	0.75	9	2	1	0	9	3	0	0					9	3	0	1
10	3	0	0.75	10	3	1	0	10	3	0	0.8					10	4	0	1
11	3	0	0.75	11	2	1	0	11	3	0	1					11	4	0	1
12	4	0	1	12	2	2	0	12	4	0	1					12	4	0	1
13	4	0	1	13	2	2	0	13	4	0	1					13	5	0	1
14	4	1	1	14	2	2	0	14	4	0.5	1					14	5	0	1
15	4	1	1	15	3	3	0	15	5	0.5	1					15	6	0	1
16	5	1	1	16	3	3	0	16	5	1	1					16	6	0	1
17	5	1	1	17	3	3	1	17	5	1	1					17	7	0	1
18	5	1	1	18	3	3	1	18	5	1	1					18	7	0	1
19	6	1	1	19	3	3	1	19	6	1	1					19	8	0	1
20	6	1	1	20	3	3	1	20	6	2	1					20	8	0	1
21	7	1	1					21	6	2	1					21	8	1	1
22	7	1	1													22	9	1	1
23	7	2	1													23	9	1	1
24	7	2	1													24	9	1	1
25	8	2	1													25	10	1	1
26	8	2	1													26	10	1	1
27	8	2	1													27	10	1	1

Stafing Matrix Per Unit NOC shift

Medical South NOCS				Medical East				Surgical NOCS				CCU NOCS				PCU NOCS			
Census	RN	CNA	HUC	Census	RN	CN A	HUC	Census	RN	CN A	HUC	Census	RN	CN A	HUC	census	RN	CAN	HUC
1	2	0	0.3	1	2	0	0	1	2	0	0.2	1	2	0	1	1	2	0	0
2	2	0	0.3	2	2	0	0	2	2	0	0.2	2	2	0	1	2	2	0	0
3	2	0	0.3	3	2	0	0	3	2	0	0.2	3	2	0	1	3	2	0	0
4	2	0	0.3	4	2	0	0	4	2	0	0.2	4	2	0	1	4	2	0	0
5	2	0	0.3	5	2	0	0	5	2	0	0.2	5	3	0	1	5	3	0	0
6	2	0	0.3	6	2	0	0	6	2	0	0.2	6	3	0	1	6	33	0	0
7	2	0	0.3	7	2	0	0	7	2	0	0.2					7	3	0	0
8	3	0	0.3	8	2	0	0	8	3	0	0.2					8	3	0	0.3
9	3	0	0.3	9	2	0	0	9	3	0	0.2					9	3	0	0.3
10	3	0	0.3	10	2	0	0	10	3	0	0.2					10	3	0	0.3
11	3	0	0.3	11	2	1	0	11	3	0	0.2					11	3	0.5	0.3
12	3	0	0.3	12	2	1	0	12	3	0	0.2					12	4	0.5	0.3
13	4	0	0.3	13	2	2	0	13	4	0	0.2					13	4	0.5	0.3
14	4	0	0.3	14	2	2	0	14	4	0.5	0.2					14	4	0.5	0.3
15	4	0	0.3	15	2	2	0	15	4	0.5	0.2					15	5	0.5	0.3
16	4	0.5	0.3	16	3	2	0	16	4	0.5	0.2					16	5	0.5	0.3
17	5	0.5	0.3	17	3	2	0	17	5	0.5	0.2					17	5	0.5	0.3
18	5	1	0.3	18	3	2	0	18	5	1	0.2					18	6	1	0.3
19	5	1	0.3	19	3	2	0	19	5	1	0.2					19	6	1	0.3
20	5	1	0.3	20	3	2	0	20	5	1	0.2					20	6	1	0.3
21	5	1	0.3					21	5	1.5	0.2					21	7	1	0.3
22	6	1	0.3													22	7	1	0.3
23	6	1	0.3													23	7	1	0.3
24	6	1	0.3													24	7	1	0.3
25	7	1	0.3													25	8	1	0.3
26	7	2	0.3													26	8	1	0.3
27	7	2	0.3													27	8	1	0.3

PCH FBC Matrix				
Census	RNs	Scrub Tech	HUCs	Unit Staffing Plan
12	6	1	1	Unit: Family Birth Center (FBC)
11	6	1	1	Expected RN staffing Ratios:
10	6	1	1	Labor and Delivery: 1 RN : 1-2 patients
9	5	1	1	Mother/Baby (Postpartum) 1 RN: 3-4 couplets;
8	5	1	1	Triage: 1 RN : 1-3 patients
7	5	1	1	Guidelines are based on AWHONN staffing therefore labor patients are 1:1 and stable mother baby patients are 1:3. Additional staff are obtained on an as needed basis from those that are cross-trained to FBC from the float pool.
6	4	1	1	
5	4	1	1	
4	3	1	0	
3	3	1	0	
2	3	1	0	
1	3	1	0	

Staffing Guidelines Operating Room:

1 patient

1 OR Circulating RN, 1 Scrub Tech or RN

After hours-On Call

1 OR Circulating RN and 1 Scrub Tech or RN

Additional resources may include but are not limited to: Anesthesia Provider, Surgeon, PACU RN, Surgery Aide, Rapid Response RN, Phlebotomy, Respiratory Therapy, Pharmacist, Pharmacy Tech, Hospitalist.

Guidelines are based on: AORN, Perioperative Standards and Recommended Practices, Guidance Statement Perioperative Staffing, ORN.org

ASPAN, American Society of Perianesthesia Nurses; Perianesthesia Nursing Standards, Practice Recommendations and Interpretive Statements.

1 patient per OR	OR1	OR2	OR3	OR4
Charge RN1	1	1	1	1
Circulating Nurse (s)	1	2	3	4
Surgical Technologists	1	2	3	4
Anesthesia Provider	1	2	3	4
Float RN	0	1	2	2
Surgery Aide	1	2	2	2

Unit Staffing Plan

Unit: Endoscopy Unit

Expected RN Staffing Ratios:

1 Nurse and 1 Endo Tech/Nurse :1 patient

Staffing Guidelines Endoscopy Rooms:

Endo Room	
# of Staff per Endo room	
RN	
1	
Tech/RN	
1	

On-call after hours of operation

1 sedation RN and 1 Endo Tech or GI RN

Additional resources may include but are not limited to: Anesthesia Provider, SWAT RN, Health Unit Coordinators (HUC), Rapid Response RN, Phlebotomy, Respiratory Therapy, Pharmacist, Pharmacy Tech, Providers, OR RN, OR Surgical Technologist.

Additional resources may include but are not limited to: Anesthesia Provider, SWAT RN, Health Unit Coordinators (HUC), Rapid Response RN, Phlebotomy, Respiratory Therapy, Pharmacist, Pharmacy Tech, Providers, OR RN, OR Surgical Technologist.

Guidelines are based on: SGNA, AORN, Perioperative Standards and Recommended Practices, Guidance Statement Perioperative Staffing, ORN.org

ASPAN, American Society of Perianesthesia Nurses; Perianesthesia Nursing Standards, Practice Recommendations and Interpretive Statements.

Endoscopy rooms

Endo Room	#1	#2	#3
Charge RN/Float RN		1	1
RN	1	1	1
Endo Tech	1	1	1

Outpatient Surgical Aras (OPS) Staffing Plan

Expected RN staffing Ratios: 1 RN 3 patients

Staffing Guidelines:					
OPS	# of patients	# of patients	# of patients	# of patients	#of patients
	2-3 pts	4-6 pts	7-9 pts	10-12 pts	12-15 pts
Charge RN	1	1	1	1	1
RNs	1	2	3	4	5
Unit Sec	1	1	1	1	1

Additional resources may include but are not limited to: SWAT RN, Endo Tech, Endo RN, Rapid Response RN, Phlebotomy, Respiratory Therapy, Pharmacist, Pharmacy Tech, Providers, OR RN, OR surgical Tech, Anesthesia Provider

Guidelines are based on: AORN, Perioperative Standards and Recommended Practices, Guidance Statement Perioperative Staffing, ORN.org

ASPAN, American Society of Perianesthesia Nurses; Perianesthesia Nursing Standards, Practice Recommendations and Interpretive Statements.

Unit: Post Anesthesia Recovery Room (PACU)

Staffing Guidelines PACU

Phase	I	II	
RN	1 to 1 care	1 RN to 2 pts	Ready for tansfer to next level of care
After Hours-on Call	1 PACU RN on-call for after hour cases with 1 OR RN remaining in the unit.		

Additional resources may include but are not limited to: SWAT RN, Rapid Response RN, Phlebotomy, Respiratory Therapy, Pharmacist, Pharmacy Tech, Surgeon, Hospitalist, OR RN, Anesthesia Provider

Guidelines are based on: AORN, Perioperative Standards and Recommended Practices, Guidance Statement Perioperative Staffing, ORN.org

ASPAN, American Society of Perianesthesia Nurses; Perianesthesia Nursing Standards, Practice Recommendations and Interpretive Statements.

1 patient per bay	Bay 1	Bay2	Bay 3	Bay 4
PACU RN	1	1	2	3
Charge RN	1	1	1	1

Emergency Department:

Unit Staffing Plan

Unit: Emergency Department

Expected RN staffing Ratios:

Day: 1 RN: 4 patients

Night: 1 RN : 4 patients

Staffing is adjusted to meet patient acuity needs. For example, if a pt is actively coding the staffing may be 2RNs to one pt and a tech, and MD. During these periods of high acuity someone else will monitor other pts assigned to the RN caring for the acutely ill or trauma patient.

Staffing Matrix per unit: Additional Resources may include but are not limited to:

Respiratory Therapy, Physical Therapy, Occupational Therapy, Speech Therapy, Phlebotomy, Care Coordinators, Social Workers, Chaplains, Palliative Care , Pharmacists, Health Unit Coordinators, Assistant Nurse Manager, Unit Manager, Director, Dietary staff, Certified Nurse Assistants, Hospitalists Providers, Rapid Response and Code blue teams