

COVER PAGE

The following is the comprehensive hospital staffing
plan for _____ submitted to
the Washington State Department of Health in
accordance with [Revised Code of Washington](#)
[70.41.420](#) for the year _____ .

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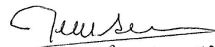
Hospital Staffing Form

Attestation

Date:

I, the undersigned with responsibility for attest that the attached hospital staffing plan and matrix are in accordance with RCW 70.41.420 for , and includes all units covered under our hospital license under RCW 70.41.

As approved by:


Julie Sperring, MD

Hospital Information

Name of Hospital:		
Hospital License #:		
Hospital Street Address:		
City/Town:	State:	Zip code:
Is this hospital license affiliated with more than one location?		Yes No
If "Yes" was selected, please provide the location name and address		
Review Type:	Annual	Review Date:
	Update	Next Review Date:
Effective Date:		
Date Approved:		

Factors Considered in the Development of the Hospital Staffing Plan (check all that apply):

Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations

Description:

Terms of applicable collective bargaining agreement

Description:

Relevant state and federal laws and rules including those regarding meal and rest breaks and use of overtime and on-call shifts

Description:

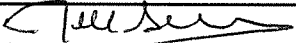

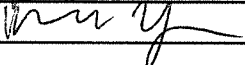
Hospital finances and resources

Description:

Other

Description:

Signature

CEO & Co-chairs Name:	Signature:	Date:
Dr. Jeff Sperring		12/12/24
Kristie Page		12/17/24
Kara Yates		12/17/24

Total Votes	
# of Approvals	# of Denials
14	8

Access unit staffing matrices here.

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DOH 346-154

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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not

Unit/ Clinic Name:		Cancer and Blood Disorders Unit									
Unit/ Clinic Type:		Inpatient Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		42	Maximum # of Beds:				48				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	Day (07:00 - 15:00)	8.00	2.00	0.00	0.00	0.00	16.00	0.00	0.00	0.00	48.00
	Eve (15:00 - 23:00)	8.00	2.00	0.00	0.00	0.00	16.00	0.00	0.00	0.00	
	NOC (23:00 - 07:00)	8.00	2.00	0.00	0.00	0.00	16.00	0.00	0.00	0.00	
2	Day (07:00 - 15:00)	8.00	2.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	24.00
	Eve (15:00 - 23:00)	8.00	2.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	
	NOC (23:00 - 07:00)	8.00	2.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	
3	Day (07:00 - 15:00)	8.00	2.00	0.00	0.00	0.00	5.33	0.00	0.00	0.00	16.00
	Eve (15:00 - 23:00)	8.00	2.00	0.00	0.00	0.00	5.33	0.00	0.00	0.00	
	NOC (23:00 - 07:00)	8.00	2.00	0.00	0.00	0.00	5.33	0.00	0.00	0.00	
4	Day (07:00 - 15:00)	8.00	2.00	0.00	1.00	0.00	4.00	0.00	2.00	0.00	18.00
	Eve (15:00 - 23:00)	8.00	2.00	0.00	1.00	0.00	4.00	0.00	2.00	0.00	
	NOC (23:00 - 07:00)	8.00	2.00	0.00	1.00	0.00	4.00	0.00	2.00	0.00	
5	Day (07:00 - 15:00)	8.00	3.00	0.00	0.00	0.00	4.80	0.00	0.00	0.00	12.80
	Eve (15:00 - 23:00)	8.00	3.00	0.00	0.00	0.00	4.80	0.00	0.00	0.00	
	NOC (23:00 - 07:00)	8.00	2.00	0.00	0.00	0.00	3.20	0.00	0.00	0.00	
6	Day (07:00 - 15:00)	8.00	3.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	10.67
	Eve (15:00 - 23:00)	8.00	3.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	
	NOC (23:00 - 07:00)	8.00	2.00	0.00	0.00	0.00	2.67	0.00	0.00	0.00	
7	Day (07:00 - 15:00)	8.00	3.00	0.00	1.00	0.00	3.43	0.00	1.14	0.00	13.71
	Eve (15:00 - 23:00)	8.00	3.00	0.00	1.00	0.00	3.43	0.00	1.14	0.00	
	NOC (23:00 - 07:00)	8.00	3.00	0.00	1.00	0.00	3.43	0.00	1.14	0.00	

8	Day (07:00 - 15:00)	8.00	3.00	0.00	1.00	0.00	3.00	0.00	1.00	0.00	13.00
	Eve (15:00 - 23:00)	8.00	4.00	0.00	1.00	0.00	4.00	0.00	1.00	0.00	
	NOC (23:00 - 07:00)	8.00	3.00	0.00	1.00	0.00	3.00	0.00	1.00	0.00	
9	Day (07:00 - 15:00)	8.00	4.00	0.00	1.00	0.00	3.56	0.00	0.89	0.00	13.33
	Eve (15:00 - 23:00)	8.00	4.00	0.00	1.00	0.00	3.56	0.00	0.89	0.00	
	NOC (23:00 - 07:00)	8.00	4.00	0.00	1.00	0.00	3.56	0.00	0.89	0.00	
10	Day (07:00 - 15:00)	8.00	4.00	0.00	1.00	0.00	3.20	0.00	0.80	0.00	12.80
	Eve (15:00 - 23:00)	8.00	5.00	0.00	1.00	0.00	4.00	0.00	0.80	0.00	
	NOC (23:00 - 07:00)	8.00	4.00	0.00	1.00	0.00	3.20	0.00	0.80	0.00	
11	Day (07:00 - 15:00)	8.00	5.00	0.00	1.00	0.00	3.64	0.00	0.73	0.00	12.36
	Eve (15:00 - 23:00)	8.00	5.00	0.00	1.00	0.00	3.64	0.00	0.73	0.00	
	NOC (23:00 - 07:00)	8.00	4.00	0.00	1.00	0.00	2.91	0.00	0.73	0.00	
12	Day (07:00 - 15:00)	8.00	5.00	0.00	1.00	0.00	3.33	0.00	0.67	0.00	12.00
	Eve (15:00 - 23:00)	8.00	5.00	0.00	1.00	0.00	3.33	0.00	0.67	0.00	
	NOC (23:00 - 07:00)	8.00	5.00	0.00	1.00	0.00	3.33	0.00	0.67	0.00	
13	Day (07:00 - 15:00)	8.00	6.00	0.00	1.00	0.00	3.69	0.00	0.62	0.00	12.92
	Eve (15:00 - 23:00)	8.00	6.00	0.00	2.00	0.00	3.69	0.00	1.23	0.00	
	NOC (23:00 - 07:00)	8.00	5.00	0.00	1.00	0.00	3.08	0.00	0.62	0.00	
14	Day (07:00 - 15:00)	8.00	6.00	0.00	1.00	0.00	3.43	0.00	0.57	0.00	12.57
	Eve (15:00 - 23:00)	8.00	6.00	0.00	2.00	0.00	3.43	0.00	1.14	0.00	
	NOC (23:00 - 07:00)	8.00	6.00	0.00	1.00	0.00	3.43	0.00	0.57	0.00	
15	Day (07:00 - 15:00)	8.00	7.00	0.00	1.00	0.00	3.73	0.00	0.53	0.00	12.80
	Eve (15:00 - 23:00)	8.00	7.00	0.00	2.00	0.00	3.73	0.00	1.07	0.00	
	NOC (23:00 - 07:00)	8.00	6.00	0.00	1.00	0.00	3.20	0.00	0.53	0.00	
16	Day (07:00 - 15:00)	8.00	7.00	0.00	2.00	0.00	3.50	0.00	1.00	0.00	13.00
	Eve (15:00 - 23:00)	8.00	7.00	0.00	2.00	0.00	3.50	0.00	1.00	0.00	
	NOC (23:00 - 07:00)	8.00	7.00	0.00	1.00	0.00	3.50	0.00	0.50	0.00	
17	Day (07:00 - 15:00)	8.00	8.00	0.00	2.00	0.00	3.76	0.00	0.94	0.00	13.18
	Eve (15:00 - 23:00)	8.00	8.00	0.00	2.00	0.00	3.76	0.00	0.94	0.00	
	NOC (23:00 - 07:00)	8.00	7.00	0.00	1.00	0.00	3.29	0.00	0.47	0.00	
18	Day (07:00 - 15:00)	8.00	8.00	0.00	2.00	0.00	3.56	0.00	0.89	0.00	12.89
	Eve (15:00 - 23:00)	8.00	8.00	0.00	2.00	0.00	3.56	0.00	0.89	0.00	
	NOC (23:00 - 07:00)	8.00	8.00	0.00	1.00	0.00	3.56	0.00	0.44	0.00	
19	Day (07:00 - 15:00)	8.00	8.00	0.00	2.00	0.00	3.37	0.00	0.84	0.00	13.05
	Eve (15:00 - 23:00)	8.00	9.00	0.00	2.00	0.00	3.79	0.00	0.84	0.00	
	NOC (23:00 - 07:00)	8.00	8.00	0.00	2.00	0.00	3.37	0.00	0.84	0.00	
20	Day (07:00 - 15:00)	8.00	9.00	0.00	2.00	0.00	3.60	0.00	0.80	0.00	12.80
	Eve (15:00 - 23:00)	8.00	9.00	0.00	2.00	0.00	3.60	0.00	0.80	0.00	
	NOC (23:00 - 07:00)	8.00	8.00	0.00	2.00	0.00	3.20	0.00	0.80	0.00	
21	Day (07:00 - 15:00)	8.00	9.00	0.00	2.00	0.00	3.43	0.00	0.76	0.00	12.57
	Eve (15:00 - 23:00)	8.00	9.00	0.00	2.00	0.00	3.43	0.00	0.76	0.00	
	NOC (23:00 - 07:00)	8.00	9.00	0.00	2.00	0.00	3.43	0.00	0.76	0.00	
22	Day (07:00 - 15:00)	8.00	10.00	0.00	2.00	0.00	3.64	0.00	0.73	0.00	12.73
	Eve (15:00 - 23:00)	8.00	10.00	0.00	2.00	0.00	3.64	0.00	0.73	0.00	
	NOC (23:00 - 07:00)	8.00	9.00	0.00	2.00	0.00	3.27	0.00	0.73	0.00	
	Day (07:00 - 15:00)	8.00	10.00	0.00	2.00	0.00	3.48	0.00	0.70	0.00	

23	Eve (15:00 - 23:00)	8.00	10.00	0.00	2.00	0.00	3.48	0.00	0.70	0.00	12.52
	NOC (23:00 - 07:00)	8.00	10.00	0.00	2.00	0.00	3.48	0.00	0.70	0.00	
24	Day (07:00 - 15:00)	8.00	11.00	0.00	2.00	0.00	3.67	0.00	0.67	0.00	13.00
	Eve (15:00 - 23:00)	8.00	11.00	0.00	3.00	0.00	3.67	0.00	1.00	0.00	
	NOC (23:00 - 07:00)	8.00	10.00	0.00	2.00	0.00	3.33	0.00	0.67	0.00	
25	Day (07:00 - 15:00)	8.00	11.00	0.00	3.00	0.00	3.52	0.00	0.96	0.00	13.12
	Eve (15:00 - 23:00)	8.00	11.00	0.00	3.00	0.00	3.52	0.00	0.96	0.00	
	NOC (23:00 - 07:00)	8.00	11.00	0.00	2.00	0.00	3.52	0.00	0.64	0.00	
26	Day (07:00 - 15:00)	8.00	11.00	0.00	3.00	0.00	3.38	0.00	0.92	0.00	12.92
	Eve (15:00 - 23:00)	8.00	12.00	0.00	3.00	0.00	3.69	0.00	0.92	0.00	
	NOC (23:00 - 07:00)	8.00	11.00	0.00	2.00	0.00	3.38	0.00	0.62	0.00	
27	Day (07:00 - 15:00)	8.00	12.00	0.00	3.00	0.00	3.56	0.00	0.89	0.00	13.04
	Eve (15:00 - 23:00)	8.00	12.00	0.00	3.00	0.00	3.56	0.00	0.89	0.00	
	NOC (23:00 - 07:00)	8.00	12.00	0.00	2.00	0.00	3.56	0.00	0.59	0.00	
28	Day (07:00 - 15:00)	8.00	12.00	0.00	3.00	0.00	3.43	0.00	0.86	0.00	12.86
	Eve (15:00 - 23:00)	8.00	13.00	0.00	3.00	0.00	3.71	0.00	0.86	0.00	
	NOC (23:00 - 07:00)	8.00	12.00	0.00	2.00	0.00	3.43	0.00	0.57	0.00	
29	Day (07:00 - 15:00)	8.00	13.00	0.00	3.00	0.00	3.59	0.00	0.83	0.00	12.69
	Eve (15:00 - 23:00)	8.00	13.00	0.00	3.00	0.00	3.59	0.00	0.83	0.00	
	NOC (23:00 - 07:00)	8.00	12.00	0.00	2.00	0.00	3.31	0.00	0.55	0.00	
30	Day (07:00 - 15:00)	8.00	13.00	0.00	3.00	0.00	3.47	0.00	0.80	0.00	12.80
	Eve (15:00 - 23:00)	8.00	14.00	0.00	3.00	0.00	3.73	0.00	0.80	0.00	
	NOC (23:00 - 07:00)	8.00	13.00	0.00	2.00	0.00	3.47	0.00	0.53	0.00	
31	Day (07:00 - 15:00)	8.00	14.00	0.00	3.00	0.00	3.61	0.00	0.77	0.00	12.65
	Eve (15:00 - 23:00)	8.00	14.00	0.00	3.00	0.00	3.61	0.00	0.77	0.00	
	NOC (23:00 - 07:00)	8.00	13.00	0.00	2.00	0.00	3.35	0.00	0.52	0.00	
32	Day (07:00 - 15:00)	8.00	14.00	0.00	4.00	0.00	3.50	0.00	1.00	0.00	13.00
	Eve (15:00 - 23:00)	8.00	14.00	0.00	4.00	0.00	3.50	0.00	1.00	0.00	
	NOC (23:00 - 07:00)	8.00	14.00	0.00	2.00	0.00	3.50	0.00	0.50	0.00	
33	Day (07:00 - 15:00)	8.00	14.00	0.00	4.00	0.00	3.39	0.00	0.97	0.00	12.85
	Eve (15:00 - 23:00)	8.00	15.00	0.00	4.00	0.00	3.64	0.00	0.97	0.00	
	NOC (23:00 - 07:00)	8.00	14.00	0.00	2.00	0.00	3.39	0.00	0.48	0.00	
34	Day (07:00 - 15:00)	8.00	15.00	0.00	4.00	0.00	3.53	0.00	0.94	0.00	12.71
	Eve (15:00 - 23:00)	8.00	15.00	0.00	4.00	0.00	3.53	0.00	0.94	0.00	
	NOC (23:00 - 07:00)	8.00	14.00	0.00	2.00	0.00	3.29	0.00	0.47	0.00	
35	Day (07:00 - 15:00)	8.00	15.00	0.00	4.00	0.00	3.43	0.00	0.91	0.00	13.03
	Eve (15:00 - 23:00)	8.00	16.00	0.00	4.00	0.00	3.66	0.00	0.91	0.00	
	NOC (23:00 - 07:00)	8.00	15.00	0.00	3.00	0.00	3.43	0.00	0.69	0.00	
36	Day (07:00 - 15:00)	8.00	16.00	0.00	4.00	0.00	3.56	0.00	0.89	0.00	13.44
	Eve (15:00 - 23:00)	8.00	16.00	0.00	4.00	0.00	4.00	0.00	1.00	0.00	
	NOC (23:00 - 07:00)	8.00	15.00	0.00	3.00	0.00	3.33	0.00	0.67	0.00	
37	Day (07:00 - 15:00)	8.00	17.00	0.00	4.00	0.00	3.68	0.00	0.86	0.00	12.97
	Eve (15:00 - 23:00)	8.00	17.00	0.00	4.00	0.00	3.68	0.00	0.86	0.00	
	NOC (23:00 - 07:00)	8.00	15.00	0.00	3.00	0.00	3.24	0.00	0.65	0.00	
38	Day (07:00 - 15:00)	8.00	17.00	0.00	4.00	0.00	3.58	0.00	0.84	0.00	12.63
	Eve (15:00 - 23:00)	8.00	17.00	0.00	4.00	0.00	3.58	0.00	0.84	0.00	

	NOC (23:00 - 07:00)	8.00	15.00	0.00	3.00	0.00	3.16	0.00	0.63	0.00	
39	Day (07:00 - 15:00)	8.00	18.00	0.00	5.00	0.00	3.69	0.00	1.03	0.00	13.33
	Eve (15:00 - 23:00)	8.00	18.00	0.00	5.00	0.00	3.69	0.00	1.03	0.00	
	NOC (23:00 - 07:00)	8.00	16.00	0.00	3.00	0.00	3.28	0.00	0.62	0.00	
40	Day (07:00 - 15:00)	8.00	18.00	0.00	5.00	0.00	3.60	0.00	1.00	0.00	13.00
	Eve (15:00 - 23:00)	8.00	18.00	0.00	5.00	0.00	3.60	0.00	1.00	0.00	
	NOC (23:00 - 07:00)	8.00	16.00	0.00	3.00	0.00	3.20	0.00	0.60	0.00	
41	Day (07:00 - 15:00)	8.00	18.00	0.00	5.00	0.00	3.51	0.00	0.98	0.00	13.07
	Eve (15:00 - 23:00)	8.00	19.00	0.00	5.00	0.00	3.71	0.00	0.98	0.00	
	NOC (23:00 - 07:00)	8.00	17.00	0.00	3.00	0.00	3.32	0.00	0.59	0.00	
42	Day (07:00 - 15:00)	8.00	19.00	0.00	5.00	0.00	3.62	0.00	0.95	0.00	12.95
	Eve (15:00 - 23:00)	8.00	19.00	0.00	5.00	0.00	3.62	0.00	0.95	0.00	
	NOC (23:00 - 07:00)	8.00	17.00	0.00	3.00	0.00	3.24	0.00	0.57	0.00	
43	Day (07:00 - 15:00)	8.00	19.00	0.00	5.00	0.00	3.53	0.00	0.93	0.00	12.65
	Eve (15:00 - 23:00)	8.00	19.00	0.00	5.00	0.00	3.53	0.00	0.93	0.00	
	NOC (23:00 - 07:00)	8.00	17.00	0.00	3.00	0.00	3.16	0.00	0.56	0.00	
44	Day (07:00 - 15:00)	8.00	20.00	0.00	5.00	0.00	3.64	0.00	0.91	0.00	12.91
	Eve (15:00 - 23:00)	8.00	20.00	0.00	5.00	0.00	3.64	0.00	0.91	0.00	
	NOC (23:00 - 07:00)	8.00	18.00	0.00	3.00	0.00	3.27	0.00	0.55	0.00	
45	Day (07:00 - 15:00)	8.00	20.00	0.00	5.00	0.00	3.56	0.00	0.89	0.00	12.80
	Eve (15:00 - 23:00)	8.00	20.00	0.00	5.00	0.00	3.56	0.00	0.89	0.00	
	NOC (23:00 - 07:00)	8.00	19.00	0.00	3.00	0.00	3.38	0.00	0.53	0.00	
46	Day (07:00 - 15:00)	8.00	21.00	0.00	6.00	0.00	3.65	0.00	1.04	0.00	13.22
	Eve (15:00 - 23:00)	8.00	21.00	0.00	6.00	0.00	3.65	0.00	1.04	0.00	
	NOC (23:00 - 07:00)	8.00	19.00	0.00	3.00	0.00	3.30	0.00	0.52	0.00	
47	Day (07:00 - 15:00)	8.00	21.00	0.00	6.00	0.00	3.57	0.00	1.02	0.00	12.94
	Eve (15:00 - 23:00)	8.00	21.00	0.00	6.00	0.00	3.57	0.00	1.02	0.00	
	NOC (23:00 - 07:00)	8.00	19.00	0.00	3.00	0.00	3.23	0.00	0.51	0.00	
48	Day (07:00 - 15:00)	8.00	21.00	0.00	6.00	0.00	3.50	0.00	1.00	0.00	12.83
	Eve (15:00 - 23:00)	8.00	22.00	0.00	6.00	0.00	3.67	0.00	1.00	0.00	
	NOC (23:00 - 07:00)	8.00	19.00	0.00	3.00	0.00	3.17	0.00	0.50	0.00	



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Unit Information

CBDC - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

CBDC -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

- Planned direct admissions (generally planned the day prior) for patients scheduled for chemotherapy, blood/marrow transplant, or other disease-directed care.
- Inpatient unit facilitates direct admissions from their partner outpatient clinic.
- Inpatient CBDC charge nurses are responsible for all chemotherapy administration across the hospital (this includes on the surgical units, medical units, rehab unit, all ICUs).
- Inpatient CBDC charge nurses are responsible for assisting APPs with off-site procedures (lumber punctures/bone marrow biopsies or aspirates) in the PICU and occasionally OR/IR.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

A portion of patients cared for on this unit are receiving care in prep for or after bone marrow transplant. These patients generally require a higher level of care and the charge nurses will make nursing assignments with this in mind. Patients on the BMT service do not admit to any other unit (exception for critical care services or if patient has tracheostomy). This unit also administers a high volume of blood products. The acuity level is such that CBDC has in-house attending physicians 24 hours per day, and a planned RISK RN huddle every night. The majority of patients have central lines requiring additional skills and monitoring from RNs. The nurses on this unit are trained in the administration of special drips that are excluded from other acute care units (potassium boluses/infusions, dexmedetomidine, ketamine, lidocaine) as reflected in the policy. The CNA minimums called out in our Staffing Plan do not account for these patient watches and are rather the minimum number of CNAs required to provide support in their assigned geographic areas. Patients who have been assigned a patient watch will not be including in the total census calculation for determining the number of CNAs to use for the shift.

- ☒ **Skill mix:**

Description:

Newly hired RNs are trained for general hematology/oncology patients initially and cross-train to the care of the bone marrow transplant patients 9-12 months after hiring. Due to our complex patient population, we may utilize one Clinical Development on night shift in addition to the number of RNs in our Staffing Plan in the time period immediately after our new hires come off of orientation.

- ☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

☒ **Need for specialized or intensive equipment:**

Description:

Patients receiving MIBG therapy will be in a room designed specifically for this purpose and the RN caring for the patient will have specialized training in radiation safety practices. Inpatient CBDC is the only unit that cares for radioactive patients.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Unit is divided between two 16 bed-wings on FA.7 and one 16 bed-wing on FA.8. Each care area (3) has a treatment room for patient overflow and/or invasive procedures, two Omnicells for medication storage, a supply room, and two medication prep stations. Due to this split geography, a component of our staffing plan is to always staff any open wing with at least two nurses and, if a wing only has two nurses, to have another nurse provide meal and rest breaks, so as to always have two nurses available in emergency situations.

☒ **Other:**

Description:

All CBDC RNs and Charge RNs have Chemotherapy/Biotherapy certification in order to administer chemotherapy. They are also required to have CITI/GCP certification to care for patients on research protocols.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Emergency Department					
Unit/ Clinic Type:	Emergency Services					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 08105					
Effective as of:	7/1/2025					
Hours of the day						
Hour of the day	Day of the week	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
0:00	Monday	12	12	0	2	0
	Tuesday	12	12	0	2	0
	Wednesday	12	12	0	2	0
	Thursday	12	12	0	2	0
	Friday	12	12	0	2	0
	Saturday	12	12	0	2	0
	Sunday	12	12	0	2	0
1:00	Monday	12	10	0	1	0
	Tuesday	12	10	0	1	0
	Wednesday	12	10	0	1	0
	Thursday	12	10	0	1	0
	Friday	12	10	0	1	0
	Saturday	12	10	0	1	0
	Sunday	12	10	0	1	0
2:00	Monday	12	10	0	1	0
	Tuesday	12	10	0	1	0
	Wednesday	12	10	0	1	0
	Thursday	12	10	0	1	0
	Friday	12	10	0	1	0
	Saturday	12	10	0	1	0
	Sunday	12	10	0	1	0
3:00	Monday	12	7	0	1	0
	Tuesday	12	7	0	1	0
	Wednesday	12	7	0	1	0
	Thursday	12	7	0	1	0
	Friday	12	7	0	1	0

	Saturday	12	7	0	1	0
	Sunday	12	7	0	1	0
4:00	Monday	12	7	0	1	0
	Tuesday	12	7	0	1	0
	Wednesday	12	7	0	1	0
	Thursday	12	7	0	1	0
	Friday	12	7	0	1	0
	Saturday	12	7	0	1	0
	Sunday	12	7	0	1	0
5:00	Monday	12	7	0	1	0
	Tuesday	12	7	0	1	0
	Wednesday	12	7	0	1	0
	Thursday	12	7	0	1	0
	Friday	12	7	0	1	0
	Saturday	12	7	0	1	0
	Sunday	12	7	0	1	0
6:00	Monday	12	7	0	1	0
	Tuesday	12	7	0	1	0
	Wednesday	12	7	0	1	0
	Thursday	12	7	0	1	0
	Friday	12	7	0	1	0
	Saturday	12	7	0	1	0
	Sunday	12	7	0	1	0
7:00	Monday	12	7	0	1	0
	Tuesday	12	7	0	1	0
	Wednesday	12	7	0	1	0
	Thursday	12	7	0	1	0
	Friday	12	7	0	1	0
	Saturday	12	7	0	1	0
	Sunday	12	7	0	1	0
8:00	Monday	12	7	0	1	0
	Tuesday	12	7	0	1	0
	Wednesday	12	7	0	1	0
	Thursday	12	7	0	1	0
	Friday	12	7	0	1	0
	Saturday	12	7	0	1	0
	Sunday	12	7	0	1	0
9:00	Monday	12	7	0	1	0
	Tuesday	12	7	0	1	0
	Wednesday	12	7	0	1	0
	Thursday	12	7	0	1	0
	Friday	12	7	0	1	0
	Saturday	12	7	0	1	0
	Sunday	12	7	0	1	0
	Monday	12	10	0	1	0
	Tuesday	12	10	0	1	0
	Wednesday	12	10	0	1	0

10:00	Thursday	12	10	0	1	0
	Friday	12	10	0	1	0
	Saturday	12	10	0	1	0
	Sunday	12	10	0	1	0
11:00	Monday	12	12	0	2	0
	Tuesday	12	12	0	2	0
	Wednesday	12	12	0	2	0
	Thursday	12	12	0	2	0
	Friday	12	12	0	2	0
	Saturday	12	12	0	2	0
	Sunday	12	12	0	2	0
12:00	Monday	12	12	0	2	0
	Tuesday	12	12	0	2	0
	Wednesday	12	12	0	2	0
	Thursday	12	12	0	2	0
	Friday	12	12	0	2	0
	Saturday	12	12	0	2	0
	Sunday	12	12	0	2	0
13:00	Monday	12	14	0	2	0
	Tuesday	12	14	0	2	0
	Wednesday	12	14	0	2	0
	Thursday	12	14	0	2	0
	Friday	12	14	0	2	0
	Saturday	12	14	0	2	0
	Sunday	12	14	0	2	0
14:00	Monday	12	14	0	2	0
	Tuesday	12	14	0	2	0
	Wednesday	12	14	0	2	0
	Thursday	12	14	0	2	0
	Friday	12	14	0	2	0
	Saturday	12	14	0	2	0
	Sunday	12	14	0	2	0
15:00	Monday	12	16	0	2	0
	Tuesday	12	16	0	2	0
	Wednesday	12	16	0	2	0
	Thursday	12	16	0	2	0
	Friday	12	16	0	2	0
	Saturday	12	16	0	2	0
	Sunday	12	16	0	2	0
16:00	Monday	12	16	0	2	0
	Tuesday	12	16	0	2	0
	Wednesday	12	16	0	2	0
	Thursday	12	16	0	2	0
	Friday	12	16	0	2	0
	Saturday	12	16	0	2	0
	Sunday	12	16	0	2	0
	Monday	12	16	0	2	0

17:00	Tuesday	12	16	0	2	0
	Wednesday	12	16	0	2	0
	Thursday	12	16	0	2	0
	Friday	12	16	0	2	0
	Saturday	12	16	0	2	0
	Sunday	12	16	0	2	0
18:00	Monday	12	16	0	2	0
	Tuesday	12	16	0	2	0
	Wednesday	12	16	0	2	0
	Thursday	12	16	0	2	0
	Friday	12	16	0	2	0
	Saturday	12	16	0	2	0
	Sunday	12	16	0	2	0
19:00	Monday	12	16	0	2	0
	Tuesday	12	16	0	2	0
	Wednesday	12	16	0	2	0
	Thursday	12	16	0	2	0
	Friday	12	16	0	2	0
	Saturday	12	16	0	2	0
	Sunday	12	16	0	2	0
20:00	Monday	12	16	0	2	0
	Tuesday	12	16	0	2	0
	Wednesday	12	16	0	2	0
	Thursday	12	16	0	2	0
	Friday	12	16	0	2	0
	Saturday	12	16	0	2	0
	Sunday	12	16	0	2	0
21:00	Monday	12	16	0	2	0
	Tuesday	12	16	0	2	0
	Wednesday	12	16	0	2	0
	Thursday	12	16	0	2	0
	Friday	12	16	0	2	0
	Saturday	12	16	0	2	0
	Sunday	12	16	0	2	0
22:00	Monday	12	13	0	2	0
	Tuesday	12	13	0	2	0
	Wednesday	12	13	0	2	0
	Thursday	12	13	0	2	0
	Friday	12	13	0	2	0
	Saturday	12	13	0	2	0
	Sunday	12	13	0	2	0
23:00	Monday	12	12	0	2	0
	Tuesday	12	12	0	2	0
	Wednesday	12	12	0	2	0
	Thursday	12	12	0	2	0
	Friday	12	12	0	2	0
	Saturday	12	12	0	2	0

	Sunday	12	12	0	2	0
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Unit Information

Emergency Department - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

**Emergency Department -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):**

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

Staff support transfer to inpatient units, transport to radiology, and discharge to home.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

UAP include Nurse Techs and patient watch staff. Increased acuity level (ES1). RN role (flex/second triage) pulled into care.

- ☒ **Skill mix:**

Description:

One trained charge nurse and one lobby nurse are staffed 24/7. One to two triage-trained nurses are staffed 10:00-23:00.

- ☒ **Level of experience of nursing and patient care staff:**

Description:

RNs hired to the ED will maintain PALS certification. RNs who float to ED may have more limited scope and are not required to have PALS.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Zones: Lobby (one RN staffed 24/7) West 1 consists of room 2, 5, 6, 7; (one RN staffed 13:00-02:00) if needed for census) West 2 rooms 3, 4, 9-15 (two RNs if census requires) Central 1 rooms 20, 21, 22, 46-50 (two RNs staffed 24 hours, if needed for census), Central 2 room 23, 24, 41-45 (two RNs if needed for census) East rooms 25-36 (one to two nurses based on census) Four rooms used as fast-track with a MD. Medication room in West (med rooms A and B), Central (med rooms C and D), East (med rooms D and E) nutrition room located opposite side of all med rooms except E. Tube stations at every med room.

☒ **Other:**

Description:

ED may board mental health patients awaiting disposition. These patients may require patient watch staff.



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Medical 3									
Unit/ Clinic Type:		Inpatient Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		32	Maximum # of Beds:				43				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
20	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	13.20
	07:00 - 19:00	12.00	9.00	0.00	1.00	0.00	5.40	0.00	0.60	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	
	19:00 - 07:00	12.00	9.00	0.00	1.00	0.00	5.40	0.00	0.60	0.00	
21	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	12.57
	07:00 - 19:00	12.00	9.00	0.00	1.00	0.00	5.14	0.00	0.57	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	
	19:00 - 07:00	12.00	9.00	0.00	1.00	0.00	5.14	0.00	0.57	0.00	
22	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	13.09
	07:00 - 19:00	12.00	10.00	0.00	1.00	0.00	5.45	0.00	0.55	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	
	19:00 - 07:00	12.00	10.00	0.00	1.00	0.00	5.45	0.00	0.55	0.00	
23	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	13.57
	07:00 - 19:00	12.00	10.00	0.00	2.00	0.00	5.22	0.00	1.04	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	
	19:00 - 07:00	12.00	10.00	0.00	2.00	0.00	5.22	0.00	1.04	0.00	
	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	

24	07:00 - 19:00	12.00	11.00	0.00	2.00	0.00	5.50	0.00	1.00	0.00	14.00
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	
	19:00 - 07:00	12.00	11.00	0.00	2.00	0.00	5.50	0.00	1.00	0.00	
25	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	13.44
	07:00 - 19:00	12.00	11.00	0.00	2.00	0.00	5.28	0.00	0.96	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	
	19:00 - 07:00	12.00	11.00	0.00	2.00	0.00	5.28	0.00	0.96	0.00	
26	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	13.85
	07:00 - 19:00	12.00	12.00	0.00	2.00	0.00	5.54	0.00	0.92	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	
	19:00 - 07:00	12.00	12.00	0.00	2.00	0.00	5.54	0.00	0.92	0.00	
27	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	13.33
	07:00 - 19:00	12.00	12.00	0.00	2.00	0.00	5.33	0.00	0.89	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	
	19:00 - 07:00	12.00	12.00	0.00	2.00	0.00	5.33	0.00	0.89	0.00	
28	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	13.71
	07:00 - 19:00	12.00	13.00	0.00	2.00	0.00	5.57	0.00	0.86	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	
	19:00 - 07:00	12.00	13.00	0.00	2.00	0.00	5.57	0.00	0.86	0.00	
29	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	13.24
	07:00 - 19:00	12.00	13.00	0.00	2.00	0.00	5.38	0.00	0.83	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	
	19:00 - 07:00	12.00	13.00	0.00	2.00	0.00	5.38	0.00	0.83	0.00	
30	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	13.60
	07:00 - 19:00	12.00	14.00	0.00	2.00	0.00	5.60	0.00	0.80	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	19:00 - 07:00	12.00	14.00	0.00	2.00	0.00	5.60	0.00	0.80	0.00	
31	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	13.16
	07:00 - 19:00	12.00	14.00	0.00	2.00	0.00	5.42	0.00	0.77	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	
	19:00 - 07:00	12.00	14.00	0.00	2.00	0.00	5.42	0.00	0.77	0.00	
32	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	13.50
	07:00 - 19:00	12.00	15.00	0.00	2.00	0.00	5.63	0.00	0.75	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	
	19:00 - 07:00	12.00	15.00	0.00	2.00	0.00	5.63	0.00	0.75	0.00	
33	06:00 - 18:00	12.00	1.00	0.00	2.00	0.00	0.36	0.00	0.73	0.00	13.09
	07:00 - 19:00	12.00	15.00	0.00	0.00	0.00	5.45	0.00	0.00	0.00	
	18:00 - 06:00	12.00	1.00	0.00	2.00	0.00	0.36	0.00	0.73	0.00	
	19:00 - 07:00	12.00	15.00	0.00	0.00	0.00	5.45	0.00	0.00	0.00	
34	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	13.41
	07:00 - 19:00	12.00	16.00	0.00	2.00	0.00	5.65	0.00	0.71	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	
	19:00 - 07:00	12.00	16.00	0.00	2.00	0.00	5.65	0.00	0.71	0.00	
35	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	13.03
	07:00 - 19:00	12.00	16.00	0.00	2.00	0.00	5.49	0.00	0.69	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	

	19:00 - 07:00	12.00	16.00	0.00	2.00	0.00	5.49	0.00	0.69	0.00	
36	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	14.00
	07:00 - 19:00	12.00	17.00	0.00	3.00	0.00	5.67	0.00	1.00	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	
	19:00 - 07:00	12.00	17.00	0.00	3.00	0.00	5.67	0.00	1.00	0.00	
37	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	13.62
	07:00 - 19:00	12.00	17.00	0.00	3.00	0.00	5.51	0.00	0.97	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	19:00 - 07:00	12.00	17.00	0.00	3.00	0.00	5.51	0.00	0.97	0.00	
38	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	13.89
	07:00 - 19:00	12.00	18.00	0.00	3.00	0.00	5.68	0.00	0.95	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	19:00 - 07:00	12.00	18.00	0.00	3.00	0.00	5.68	0.00	0.95	0.00	
39	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	13.54
	07:00 - 19:00	12.00	18.00	0.00	3.00	0.00	5.54	0.00	0.92	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	
	19:00 - 07:00	12.00	18.00	0.00	3.00	0.00	5.54	0.00	0.92	0.00	
40	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	13.80
	07:00 - 19:00	12.00	19.00	0.00	3.00	0.00	5.70	0.00	0.90	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	
	19:00 - 07:00	12.00	19.00	0.00	3.00	0.00	5.70	0.00	0.90	0.00	
41	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	13.46
	07:00 - 19:00	12.00	19.00	0.00	3.00	0.00	5.56	0.00	0.88	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
	19:00 - 07:00	12.00	19.00	0.00	3.00	0.00	5.56	0.00	0.88	0.00	
42	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	13.71
	07:00 - 19:00	12.00	20.00	0.00	3.00	0.00	5.71	0.00	0.86	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
	19:00 - 07:00	12.00	20.00	0.00	3.00	0.00	5.71	0.00	0.86	0.00	
43	06:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	13.40
	07:00 - 19:00	12.00	20.00	0.00	3.00	0.00	5.58	0.00	0.84	0.00	
	18:00 - 06:00	12.00	1.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	
	19:00 - 07:00	12.00	20.00	0.00	3.00	0.00	5.58	0.00	0.84	0.00	



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Unit Information

Medical 3 - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

Medical 3 -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

The majority of patients on this unit require nurse transport when they go to procedures or for imaging. This is often done by our charge nurses and/or requires the charge nurse to care for the remainder of the bedside nurse's assignment back on the unit if the bedside nurse does it.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Due to the age and developmental level of our patients as well as their mental health needs, it is not unusual for some of our patients (approximately two to five per shift) to require patient watches to maintain the integrity of their lines/tubes/airways and/or to minimize their opportunity for self-harm. We utilize our own CNAs and CNAs from the Acute Care Float Pool, as well as other staff when appropriate, for these patient watches. However, CNA minimums called out in our staffing plan do not account for these patient watches and are rather the minimum number of CNAs required to provide support in their assigned

- ☒ **Skill mix:**

Description:

Due to the geography of our unit and the fact that not all of our patient population can be cared for in all geographic areas of our unit, our staffing plan utilizes two charge nurses who are experienced bedside nurses that have received additional training. While these nurses are included in the number of RNs listed in our staffing plan it is important to call out that of those numbers of RNs listed in the staffing plan, two do need to be these experienced bedside nurses with the additional training. If our patient census drops to the point of all the patients being able to be cared for in one geographic area (either River or Forest), we could consider decreasing this number to only one charge nurse and still be compliant with our staffing plan.

- ☒ **Level of experience of nursing and patient care staff:**

Description:

Due to our complex patient population, and our relatively short precepted-orientation period, we may utilize one Clinical Development Nurse (shared with Medical 4) on night shift, in addition to the number of RNs in our staffing plan, in the time period immediately after our new hires come off orientation.

☒ **Need for specialized or intensive equipment:**

Description:

Many of our patients are reliant on artificial airways and ventilators. RNs with this type of patient in their assignment must have received special training in order to care for these types of patients. They must also be given meal and rest breaks by similarly-trained staff.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Medical 3 can include up to 43 beds in three different geographic locations: FA.3.300 wing, RA.3.100 wing, and RB.3.400 wing. Due to this unique split of beds in different areas, a component of our staffing plan is to staff every open wing with no fewer than two RNs, regardless of the number of patients currently admitted to the wing.

☒ **Other:**

Description:

For the purposes of determining the number of CNAs to use, census calculation will not include those patients with a patient watch.



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Medical 4									
Unit/ Clinic Type:		Inpatient Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		39		Maximum # of Beds:				47			
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
25	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	11.52
	7:00 - 19:00	12.00	9.00	0.00	2.00	0.00	4.32	0.00	0.96	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	
	19:00 - 7:00	12.00	9.00	0.00	2.00	0.00	4.32	0.00	0.96	0.00	
26	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	11.54
	7:00 - 19:00	12.00	9.00	0.00	2.00	0.00	4.15	0.00	0.92	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	
	19:00 - 7:00	12.00	10.00	0.00	2.00	0.00	4.62	0.00	0.92	0.00	
27	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	11.11
	7:00 - 19:00	12.00	9.00	0.00	2.00	0.00	4.00	0.00	0.89	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	
	19:00 - 7:00	12.00	10.00	0.00	2.00	0.00	4.44	0.00	0.89	0.00	
28	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	11.14
	7:00 - 19:00	12.00	10.00	0.00	2.00	0.00	4.29	0.00	0.86	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	
	19:00 - 7:00	12.00	10.00	0.00	2.00	0.00	4.29	0.00	0.86	0.00	
	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	

29	7:00 - 19:00	12.00	10.00	0.00	2.00	0.00	4.14	0.00	0.83	0.00	11.17
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	
	19:00 - 7:00	12.00	11.00	0.00	2.00	0.00	4.55	0.00	0.83	0.00	
30	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	11.20
	7:00 - 19:00	12.00	11.00	0.00	2.00	0.00	4.40	0.00	0.80	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	19:00 - 7:00	12.00	11.00	0.00	2.00	0.00	4.40	0.00	0.80	0.00	
31	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	11.23
	7:00 - 19:00	12.00	11.00	0.00	2.00	0.00	4.26	0.00	0.77	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	
	19:00 - 7:00	12.00	12.00	0.00	2.00	0.00	4.65	0.00	0.77	0.00	
32	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	10.88
	7:00 - 19:00	12.00	11.00	0.00	2.00	0.00	4.13	0.00	0.75	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	
	19:00 - 7:00	12.00	12.00	0.00	2.00	0.00	4.50	0.00	0.75	0.00	
33	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00	10.91
	7:00 - 19:00	12.00	12.00	0.00	2.00	0.00	4.36	0.00	0.73	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00	
	19:00 - 7:00	12.00	12.00	0.00	2.00	0.00	4.36	0.00	0.73	0.00	
34	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	11.65
	7:00 - 19:00	12.00	12.00	0.00	3.00	0.00	4.24	0.00	1.06	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	
	19:00 - 7:00	12.00	13.00	0.00	3.00	0.00	4.59	0.00	1.06	0.00	
35	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	11.31
	7:00 - 19:00	12.00	12.00	0.00	3.00	0.00	4.11	0.00	1.03	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	
	19:00 - 7:00	12.00	13.00	0.00	3.00	0.00	4.46	0.00	1.03	0.00	
36	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	11.33
	7:00 - 19:00	12.00	13.00	0.00	3.00	0.00	4.33	0.00	1.00	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	
	19:00 - 7:00	12.00	13.00	0.00	3.00	0.00	4.33	0.00	1.00	0.00	
37	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	11.35
	7:00 - 19:00	12.00	13.00	0.00	3.00	0.00	4.22	0.00	0.97	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	19:00 - 7:00	12.00	14.00	0.00	3.00	0.00	4.54	0.00	0.97	0.00	
38	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	11.37
	7:00 - 19:00	12.00	14.00	0.00	3.00	0.00	4.42	0.00	0.95	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	19:00 - 7:00	12.00	14.00	0.00	3.00	0.00	4.42	0.00	0.95	0.00	
39	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	11.08
	7:00 - 19:00	12.00	14.00	0.00	3.00	0.00	4.31	0.00	0.92	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	
	19:00 - 7:00	12.00	14.00	0.00	3.00	0.00	4.31	0.00	0.92	0.00	
40	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	11.40
	7:00 - 19:00	12.00	15.00	0.00	3.00	0.00	4.50	0.00	0.90	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	

	19:00 - 7:00	12.00	15.00	0.00	3.00	0.00	4.50	0.00	0.90	0.00	
41	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	11.12
	7:00 - 19:00	12.00	15.00	0.00	3.00	0.00	4.39	0.00	0.88	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
	19:00 - 7:00	12.00	15.00	0.00	3.00	0.00	4.39	0.00	0.88	0.00	
42	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	11.14
	7:00 - 19:00	12.00	15.00	0.00	3.00	0.00	4.29	0.00	0.86	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
	19:00 - 7:00	12.00	16.00	0.00	3.00	0.00	4.57	0.00	0.86	0.00	
43	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	11.16
	7:00 - 19:00	12.00	16.00	0.00	3.00	0.00	4.47	0.00	0.84	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	
	19:00 - 7:00	12.00	16.00	0.00	3.00	0.00	4.47	0.00	0.84	0.00	
44	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	11.18
	7:00 - 19:00	12.00	16.00	0.00	3.00	0.00	4.36	0.00	0.82	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
	19:00 - 7:00	12.00	17.00	0.00	3.00	0.00	4.64	0.00	0.82	0.00	
45	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	11.47
	7:00 - 19:00	12.00	16.00	0.00	4.00	0.00	4.27	0.00	1.07	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
	19:00 - 7:00	12.00	17.00	0.00	4.00	0.00	4.53	0.00	1.07	0.00	
46	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	11.48
	7:00 - 19:00	12.00	17.00	0.00	4.00	0.00	4.43	0.00	1.04	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	
	19:00 - 7:00	12.00	17.00	0.00	4.00	0.00	4.43	0.00	1.04	0.00	
47	6:00 - 18:00	12.00	1.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	11.49
	7:00 - 19:00	12.00	17.00	0.00	4.00	0.00	4.34	0.00	1.02	0.00	
	18:00 - 6:00	12.00	1.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	
	19:00 - 7:00	12.00	18.00	0.00	4.00	0.00	4.60	0.00	1.02	0.00	



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Unit Information

Medical 4 - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

Medical 4 -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

Medical River 4 has a very high level of patient turnover, with many discharges and admissions each shift. Because of this, in order to increase patient throughput, we often use a discharge RN on top of the RNs called out in the staffing plan from 7:00-15:00 on weekdays.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Due to the mental health and developmental needs of our patients, it is not unusual for some of our patients to require patient watches to maintain the integrity of their lines/tubes/airways, and/or to minimize their opportunities for self-harm. We utilize our own CNAs and CNAs from the Acute Care Float Pool, as well as other types of staff when appropriate, for these patient watches. However, the CNA minimums called out in our staffing plan do not account for these patient watches, and are rather the minimum number of CNAs required to provide support in their assigned geographic areas. The census used for determining the minimum number of CNAs needed will not include patients who have a patient watch.

- ☒ **Skill mix:**

Description:

Due to the geography of our unit (RB.4 and RC.4), our staffing plan utilizes two charge nurses, who are experienced bedside nurses that have received additional training. While these nurses are included in the overall number of RNs listed in our staffing plan, it is important to call out that of those numbers of RNs listed in the staffing plan, two do need to be these experienced bedside nurses with the additional training. If our patient census, patient isolation statuses, and patient acuity are such that all patients can be kept within a limited geographic area and all meal and rest breaks can still be provided safely (typically around a census of 25), we could consider decreasing this number to only one charge nurse and still be in compliance with our staffing plan. Additionally, certain patient populations are only cared for in acute care on our unit (DKA). Nurses assigned to care for these patients have received special training, and we do not utilize the Acute Care Float Pool or other floating staff to care for these types of patients.

- ☒ **Level of experience of nursing and patient care staff:**

Description:

Due to our complex patient population, and our relatively short precepted-orientation period, we may utilize one Clinical Developmental Nurse (shared with Medical 3) on night shift in addition to the number of RNs in our staffing plan in the time period immediately after our new hires come off of orientation.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Medical 4 can include up to 49 beds staffed from four different nurse's stations (RB.4.500s, R.C.700s, R.C.800s, R.C.900s). In order to maintain safety and a sense of support for each nurse, a component of our staffing plan is to staff every open station with no fewer than two RNs, regardless of the number of patients currently admitted to the area.

☐ **Other:**

Description:

N/A



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not

Unit/ Clinic Name:		Psychiatry and Behavioral Medicine Unit									
Unit/ Clinic Type:		Inpatient Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		34	Maximum # of Beds:				41				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
41	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	15.32
	Day (07:00-19:00)	12.00	8.00	0.00	0.00	0.00	2.34	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	22.00	0.00	0.00	0.00	4.29	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	22.00	0.00	0.00	0.00	4.29	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	8.00	0.00	0.00	0.00	2.34	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.46	
40	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	15.30
	Day (07:00-19:00)	12.00	8.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	21.00	0.00	0.00	0.00	4.20	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	21.00	0.00	0.00	0.00	4.20	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	8.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.50	
39	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	15.69
	Day (07:00-19:00)	12.00	8.00	0.00	0.00	0.00	2.46	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	21.00	0.00	0.00	0.00	4.31	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	21.00	0.00	0.00	0.00	4.31	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	8.00	0.00	0.00	0.00	2.46	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.54	

38	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	15.05
	Day (07:00-19:00)	12.00	7.00	0.00	0.00	0.00	2.21	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	4.21	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	4.21	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	7.00	0.00	0.00	0.00	2.21	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.58	
37	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	15.03
	Day (07:00-19:00)	12.00	7.00	0.00	0.00	0.00	2.27	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	19.00	0.00	0.00	0.00	4.11	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	19.00	0.00	0.00	0.00	4.11	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	7.00	0.00	0.00	0.00	2.27	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.62	
36	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	15.00
	Day (07:00-19:00)	12.00	7.00	0.00	0.00	0.00	2.33	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	18.00	0.00	0.00	0.00	4.00	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	18.00	0.00	0.00	0.00	4.00	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	7.00	0.00	0.00	0.00	2.33	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.67	
35	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	15.43
	Day (07:00-19:00)	12.00	7.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	18.00	0.00	0.00	0.00	4.11	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	18.00	0.00	0.00	0.00	4.11	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	7.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.71	
34	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	15.41
	Day (07:00-19:00)	12.00	7.00	0.00	0.00	0.00	2.47	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	17.00	0.00	0.00	0.00	4.00	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	17.00	0.00	0.00	0.00	4.00	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	7.00	0.00	0.00	0.00	2.47	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.76	
33	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00	14.67
	Day (07:00-19:00)	12.00	6.00	0.00	0.00	0.00	2.18	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	16.00	0.00	0.00	0.00	3.88	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	16.00	0.00	0.00	0.00	3.88	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	6.00	0.00	0.00	0.00	2.18	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.82	
32	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	15.13
	Day (07:00-19:00)	12.00	6.00	0.00	0.00	0.00	2.25	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	16.00	0.00	0.00	0.00	4.00	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	16.00	0.00	0.00	0.00	4.00	

	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	6.00	0.00	0.00	0.00	2.25	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.88	
31	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	15.10
	Day (07:00-19:00)	12.00	6.00	0.00	0.00	0.00	2.32	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	15.00	0.00	0.00	0.00	3.87	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	15.00	0.00	0.00	0.00	3.87	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	6.00	0.00	0.00	0.00	2.32	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	1.94	
30	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	15.60
	Day (07:00-19:00)	12.00	6.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	15.00	0.00	0.00	0.00	4.00	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	15.00	0.00	0.00	0.00	4.00	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	6.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	2.00	
29	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	14.76
	Day (07:00-19:00)	12.00	5.00	0.00	0.00	0.00	2.07	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	14.00	0.00	0.00	0.00	3.86	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	14.00	0.00	0.00	0.00	3.86	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	5.00	0.00	0.00	0.00	2.07	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	2.07	
28	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	14.71
	Day (07:00-19:00)	12.00	5.00	0.00	0.00	0.00	2.14	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	13.00	0.00	0.00	0.00	3.71	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	13.00	0.00	0.00	0.00	3.71	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	5.00	0.00	0.00	0.00	2.14	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	2.14	
27	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	15.26
	Day (07:00-19:00)	12.00	5.00	0.00	0.00	0.00	2.22	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	13.00	0.00	0.00	0.00	3.85	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	13.00	0.00	0.00	0.00	3.85	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	5.00	0.00	0.00	0.00	2.22	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	2.22	
26	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	14.77
	Day (07:00-19:00)	12.00	5.00	0.00	0.00	0.00	2.31	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	3.69	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	3.69	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	5.00	0.00	0.00	0.00	2.31	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	1.85	
	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	

25	Day (07:00-19:00)	12.00	4.00	0.00	0.00	0.00	1.92	0.00	0.00	0.00	13.76
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	11.00	0.00	0.00	0.00	3.52	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	11.00	0.00	0.00	0.00	3.52	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	4.00	0.00	0.00	0.00	1.92	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	1.92	
24	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	13.67
	Day (07:00-19:00)	12.00	4.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	3.33	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	3.33	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	4.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
23	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	14.26
	Day (07:00-19:00)	12.00	4.00	0.00	0.00	0.00	2.09	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	3.48	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	3.48	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	4.00	0.00	0.00	0.00	2.09	0.00	0.00	0.00	
22	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	14.18
	Day (07:00-19:00)	12.00	4.00	0.00	0.00	0.00	2.18	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	3.27	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	3.27	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	4.00	0.00	0.00	0.00	2.18	0.00	0.00	0.00	
21	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	12.95
	Day (07:00-19:00)	12.00	3.00	0.00	0.00	0.00	1.71	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	3.05	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	3.05	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	3.00	0.00	0.00	0.00	1.71	0.00	0.00	0.00	
20	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	13.60
	Day (07:00-19:00)	12.00	3.00	0.00	0.00	0.00	1.80	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	3.20	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	3.20	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	3.00	0.00	0.00	0.00	1.80	0.00	0.00	0.00	
19	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	2.40	13.47
	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	
	Day (07:00-19:00)	12.00	3.00	0.00	0.00	0.00	1.89	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	2.95	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	2.95	

	Noc (07:00 - 19:00)	12.00	3.00	0.00	0.00	0.00	1.89	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	2.53	
18	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	14.22
	Day (07:00-19:00)	12.00	3.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	3.11	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	3.11	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	3.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	2.67	
17	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	15.06
	Day (07:00-19:00)	12.00	3.00	0.00	0.00	0.00	2.12	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	3.29	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	3.29	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	3.00	0.00	0.00	0.00	2.12	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	2.82	
16	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.75	0.00	0.00	0.00	12.75
	Day (07:00-19:00)	12.00	2.00	0.00	0.00	0.00	1.50	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	6.00	0.00	0.00	0.00	3.00	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	6.00	0.00	0.00	0.00	3.00	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.75	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	2.00	0.00	0.00	0.00	1.50	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	2.25	
15	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	12.53
	Day (07:00-19:00)	12.00	2.00	0.00	0.00	0.00	1.60	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	2.67	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	2.67	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	2.00	0.00	0.00	0.00	1.60	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	2.40	
14	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.86	0.00	0.00	0.00	11.43
	Day (07:00-19:00)	12.00	2.00	0.00	0.00	0.00	1.71	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	2.29	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	2.29	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.86	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	2.00	0.00	0.00	0.00	1.71	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	1.71	
13	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.92	0.00	0.00	0.00	12.31
	Day (07:00-19:00)	12.00	2.00	0.00	0.00	0.00	1.85	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	2.46	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	2.46	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	0.92	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	2.00	0.00	0.00	0.00	1.85	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	1.85	
	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	Day (07:00-19:00)	12.00	2.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	

12	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	2.00	12.00
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	2.00	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	2.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	2.00	
11	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	1.09	0.00	0.00	0.00	13.09
	Day (07:00-19:00)	12.00	2.00	0.00	0.00	0.00	2.18	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	2.18	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	2.18	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	1.09	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	2.00	0.00	0.00	0.00	2.18	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	2.18	
10	Day (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	12.80
	Day (07:00-19:00)	12.00	2.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Day (07:00 - 15:00)	8.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	1.60	
	Eve (14:30 - 23:00)	8.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	1.60	
	Noc (06:00 - 18:00)	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	
	Noc (07:00 - 19:00)	12.00	2.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Noc (08:00 - 20:00)	12.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	2.40	



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Unit Information

PBMU - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

PBMU -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☐ **Activity such as patient admissions, discharges, and transfers.**

Description:

N/A

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

The current staffing plan accounts for an anticipated eight 1:1 patients for the UAPs minimums. There may be times where we have greater than eight 1:1 patients and will need to have an increased minimum staffing or consider capping census.

- ☒ **Skill mix:**

Description:

A PBMU trained RN must be staffed as the BioBx RN, Resource Nurse and CNs. When utilizing ACFP RNs, this number should not exceed 50% of nursing roles needed in order to maintain milieu safety. However, UBSC understands there may be acute staffing crisis events such as unusual number of sick calls, LOAs or an unexpected surge etc may create a situation where having more ACFP RNs is better than not having an RN at all for a given role but may mean decreasing nursing ratios to safely staff the unit.

- ☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☐ **Other:**

Description:

N/A



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Rehabilitation Unit									
Unit/ Clinic Type:		Inpatient Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		10.4	Maximum # of Beds:				12 + 1 treatment room = 13				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
2	6:30 - 19:00	12	1	0	0	0	6.00	0.00	0.00	0.00	24.00
	7:00 - 15:00	8	0	0	1	0	0.00	0.00	4.00	0.00	
	15:00 - 23:00	8	0	0	1	0	0.00	0.00	4.00	0.00	
	23:00 - 7:00	8	0	0	1	0	0.00	0.00	4.00	0.00	
	18:30 - 7:00	12	1	0	0	0	6.00	0.00	0.00	0.00	
3	6:30 - 19:00	12	1	0	0	0	4.00	0.00	0.00	0.00	16.00
	7:00 - 15:00	8	1	0	0	0	2.67	0.00	0.00	0.00	
	15:00 - 23:00	8	1	0	0	0	2.67	0.00	0.00	0.00	
	23:00 - 7:00	8	1	0	0	0	2.67	0.00	0.00	0.00	
	18:30 - 7:00	12	1	0	0	0	4.00	0.00	0.00	0.00	
4	6:30 - 19:00	12	1	0	0	0	3.00	0.00	0.00	0.00	12.00
	7:00 - 15:00	8	1	0	0	0	2.00	0.00	0.00	0.00	
	15:00 - 23:00	8	1	0	0	0	2.00	0.00	0.00	0.00	
	23:00 - 7:00	8	1	0	0	0	2.00	0.00	0.00	0.00	
	18:30 - 7:00	12	1	0	0	0	3.00	0.00	0.00	0.00	
	6:30 - 19:00	12	1	0	0	0	2.40	0.00	0.00	0.00	
	7:00 - 15:00	8	1	0	1	0	1.60	0.00	1.60	0.00	

5	15:00 - 23:00	8	1	0	1	0	1.60	0.00	1.60	0.00	14.40
	23:00 - 7:00	8	1	0	1	0	1.60	0.00	1.60	0.00	
	18:30 - 7:00	12	1	0	0	0	2.40	0.00	0.00	0.00	
6	6:30 - 19:00	12	1	0	0	0	2.00	0.00	0.00	0.00	12.00
	7:00 - 15:00	8	2	0	0	0	2.67	0.00	0.00	0.00	
	15:00 - 23:00	8	2	0	0	0	2.67	0.00	0.00	0.00	
	23:00 - 7:00	8	2	0	0	0	2.67	0.00	0.00	0.00	
	18:30 - 7:00	12	1	0	0	0	2.00	0.00	0.00	0.00	
7	6:30 - 19:00	12	1	0	0	0	1.71	0.00	0.00	0.00	10.29
	7:00 - 15:00	8	2	0	0	0	2.29	0.00	0.00	0.00	
	15:00 - 23:00	8	2	0	0	0	2.29	0.00	0.00	0.00	
	23:00 - 7:00	8	2	0	0	0	2.29	0.00	0.00	0.00	
	18:30 - 7:00	12	1	0	0	0	1.71	0.00	0.00	0.00	
8	6:30 - 19:00	12	1	0	0	0	1.50	0.00	0.00	0.00	13.00
	7:00 - 15:00	8	3	0	1	0	3.00	0.00	1.00	0.00	
	15:00 - 23:00	8	2	0	1	0	2.00	0.00	1.00	0.00	
	23:00 - 7:00	8	2	0	1	0	2.00	0.00	1.00	0.00	
	18:30 - 7:00	12	1	0	0	0	1.50	0.00	0.00	0.00	
9	6:30 - 19:00	12	1	0	0	0	1.33	0.00	0.00	0.00	12.44
	7:00 - 15:00	8	3	0	1	0	2.67	0.00	0.89	0.00	
	15:00 - 23:00	8	3	0	1	0	2.67	0.00	0.89	0.00	
	23:00 - 7:00	8	3	0	0	0	2.67	0.00	0.00	0.00	
	18:30 - 7:00	12	1	0	0	0	1.33	0.00	0.00	0.00	
10	6:30 - 19:00	12	1	0	0	0	1.20	0.00	0.00	0.00	12.00
	7:00 - 15:00	8	3	0	1	0	2.40	0.00	0.80	0.00	
	15:00 - 23:00	8	3	0	1	0	2.40	0.00	0.80	0.00	
	23:00 - 7:00	8	3	0	1	0	2.40	0.00	0.80	0.00	
	18:30 - 7:00	12	1	0	0	0	1.20	0.00	0.00	0.00	
11	6:30 - 19:00	12	1	0	0	0	1.09	0.00	0.00	0.00	10.91
	7:00 - 15:00	8	3	0	1	0	2.18	0.00	0.73	0.00	
	15:00 - 23:00	8	3	0	1	0	2.18	0.00	0.73	0.00	
	23:00 - 7:00	8	3	0	1	0	2.18	0.00	0.73	0.00	
	18:30 - 7:00	12	1	0	0	0	1.09	0.00	0.00	0.00	
12	6:30 - 19:00	12	1	0	0	0	1.00	0.00	0.00	0.00	11.33
	7:00 - 15:00	8	4	0	1	0	2.67	0.00	0.67	0.00	
	15:00 - 23:00	8	4	0	1	0	2.67	0.00	0.67	0.00	
	23:00 - 7:00	8	3	0	1	0	2.00	0.00	0.67	0.00	
	18:30 - 7:00	12	1	0	0	0	1.00	0.00	0.00	0.00	
13	6:30 - 19:00	12	1	0	0	0	0.92	0.00	0.00	0.00	11.08
	7:00 - 15:00	8	4	0	1	0	2.46	0.00	0.62	0.00	
	15:00 - 23:00	8	4	0	1	0	2.46	0.00	0.62	0.00	
	23:00 - 7:00	8	4	0	1	0	2.46	0.00	0.62	0.00	
	18:30 - 7:00	12	1	0	0	0	0.92	0.00	0.00	0.00	



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Unit Information

Rehabilitation Unit - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

**Rehabilitation Unit -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):**

- ☐ **Activity such as patient admissions, discharges, and transfers.**

Description:

N/A

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Consideration for day time Rehab Therapy needs and staffing plan reflective of higher nursing needs on day/evening shift than night shift.

- ☒ **Skill mix:**

Description:

CNA support minimum of zero at census between 3-8 due to lower unit census and support needs. Exception- Census of 5 would benefit from CNA support due to higher RN patient ratios.

- ☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

The Inpatient Rehab Unit cares for patients requiring a variety of different pain control measures, medical devices and respiratory support (trach/vent), leading to a reduction in the number of patients cared for by each nurse in these situations. Nurses on this unit also take patients 1:1 out of the hospital on day passes for therapeutic rehabilitation purposes, which can lead to an overall increase in the number of nurses needed to staff the unit.



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Surgical FB8									
Unit/ Clinic Type:		Surgical Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		13.4	Maximum # of Beds:				20 + 1 Z bed = 21				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
10	7:00 - 19:00	12.00	5.00	0.00	1.00	0.00	6.00	0.00	1.20	0.00	13.20
	19:00 - 7:00	12.00	4.00	0.00	1.00	0.00	4.80	0.00	1.20	0.00	
11	7:00 - 19:00	12.00	5.00	0.00	1.00	0.00	5.45	0.00	1.09	0.00	13.09
	19:00 - 7:00	12.00	5.00	0.00	1.00	0.00	5.45	0.00	1.09	0.00	
12	7:00 - 19:00	12.00	5.00	0.00	1.00	0.00	5.00	0.00	1.00	0.00	12.00
	19:00 - 7:00	12.00	5.00	0.00	1.00	0.00	5.00	0.00	1.00	0.00	
13	7:00 - 19:00	12.00	6.00	0.00	1.00	0.00	5.54	0.00	0.92	0.00	12.00
	19:00 - 7:00	12.00	5.00	0.00	1.00	0.00	4.62	0.00	0.92	0.00	
14	7:00 - 19:00	12.00	6.00	0.00	1.00	0.00	5.14	0.00	0.86	0.00	12.00
	19:00 - 7:00	12.00	6.00	0.00	1.00	0.00	5.14	0.00	0.86	0.00	
15	7:00 - 19:00	12.00	7.00	0.00	1.00	0.00	5.60	0.00	0.80	0.00	12.80
	19:00 - 7:00	12.00	7.00	0.00	1.00	0.00	5.60	0.00	0.80	0.00	
16	7:00 - 19:00	12.00	7.00	0.00	2.00	0.00	5.25	0.00	1.50	0.00	13.50
	19:00 - 7:00	12.00	7.00	0.00	2.00	0.00	5.25	0.00	1.50	0.00	
17	7:00 - 19:00	12.00	7.00	0.00	2.00	0.00	4.94	0.00	1.41	0.00	12.71
	19:00 - 7:00	12.00	7.00	0.00	2.00	0.00	4.94	0.00	1.41	0.00	
18	7:00 - 19:00	12.00	8.00	0.00	2.00	0.00	5.33	0.00	1.33	0.00	13.33

18	19:00 - 7:00	12.00	8.00	0.00	2.00	0.00	5.33	0.00	1.33	0.00	15.55
19	7:00 - 19:00	12.00	8.00	0.00	2.00	0.00	5.05	0.00	1.26	0.00	12.63
	19:00 - 7:00	12.00	8.00	0.00	2.00	0.00	5.05	0.00	1.26	0.00	
20	7:00 - 19:00	12.00	9.00	0.00	2.00	0.00	5.40	0.00	1.20	0.00	13.20
	19:00 - 7:00	12.00	9.00	0.00	2.00	0.00	5.40	0.00	1.20	0.00	
21	7:00 - 19:00	12.00	9.00	0.00	2.00	0.00	5.14	0.00	1.14	0.00	12.57
	19:00 - 7:00	12.00	9.00	0.00	2.00	0.00	5.14	0.00	1.14	0.00	



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Unit Information

Surgical FB8 - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

**Surgical FB8 -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):**

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

This unit has a high turnover rate for patient flow, and admits overflow patients from the Medical Unit or CBDC. There is often a need to hold open beds at night for ED admits. Patients are discharged to anywhere in our WAMI region, making some discharges very complex.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Common types of patient needs on this unit include total care, post-orthopedic, urology, neurosurgery, EVD/lumbar drains, high-acuity EEG, HALO traction. There are also commonly patients with complex pain control and wound management, patients with wound vacs, and those that require assistance with turning and mobility.

- ☒ **Skill mix:**

Description:

Patient populations that require a specific skill mix and additional training (during orientation or after) include EVD, EEG, HALO traction, epidural, and fresh post-op spinal fusion patients.

- ☒ **Level of experience of nursing and patient care staff:**

Description:

The acuity level and complexity of patients can be challenging for new graduates or float nurses. Because of this, we often utilize a Clinical Development Nurse on top of the number of nurses called out in the staffing plan on night shift immediately following when our new hires come off their precepted orientation period (shared with Surgical RC5 and Surgical RC6).

☒ **Need for specialized or intensive equipment:**

Description:

HALO, EVD/lumbar drains, epidural, EEG

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

During low census, the unit may need to staff up beyond the number required in our staffing plan with nurses or CNAs in order to not leave a nurse alone in a cluster. This is in case of emergencies and in order to appropriately cover meal and rest breaks.

☒ **Other:**

Description:

Patients with a patient watch will not be included in the census number when determining the number of CNAs to use for the shift.



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Surgical RC5									
Unit/ Clinic Type:		Surgical Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		24	Maximum # of Beds:				31 + 1 Z bed = 32				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
20	7:00 - 19:00	12.00	9.00	0.00	1.00	0.00	5.40	0.00	0.60	0.00	12.00
	19:00 - 7:00	12.00	9.00	0.00	1.00	0.00	5.40	0.00	0.60	0.00	
21	7:00 - 19:00	12.00	9.00	0.00	1.00	0.00	5.14	0.00	0.57	0.00	11.43
	19:00 - 7:00	12.00	9.00	0.00	1.00	0.00	5.14	0.00	0.57	0.00	
22	7:00 - 19:00	12.00	10.00	0.00	1.00	0.00	5.45	0.00	0.55	0.00	11.45
	19:00 - 7:00	12.00	9.00	0.00	1.00	0.00	4.91	0.00	0.55	0.00	
23	7:00 - 19:00	12.00	10.00	0.00	1.00	0.00	5.22	0.00	0.52	0.00	11.48
	19:00 - 7:00	12.00	10.00	0.00	1.00	0.00	5.22	0.00	0.52	0.00	
24	7:00 - 19:00	12.00	10.00	0.00	1.00	0.00	5.00	0.00	0.50	0.00	11.00
	19:00 - 7:00	12.00	10.00	0.00	1.00	0.00	5.00	0.00	0.50	0.00	
25	7:00 - 19:00	12.00	11.00	0.00	1.00	0.00	5.28	0.00	0.48	0.00	11.04
	19:00 - 7:00	12.00	10.00	0.00	1.00	0.00	4.80	0.00	0.48	0.00	
26	7:00 - 19:00	12.00	11.00	0.00	1.00	0.00	5.08	0.00	0.46	0.00	11.08
	19:00 - 7:00	12.00	11.00	0.00	1.00	0.00	5.08	0.00	0.46	0.00	
27	7:00 - 19:00	12.00	12.00	0.00	1.00	0.00	5.33	0.00	0.44	0.00	11.11
	19:00 - 7:00	12.00	11.00	0.00	1.00	0.00	4.89	0.00	0.44	0.00	
28	7:00 - 19:00	12.00	12.00	0.00	2.00	0.00	5.14	0.00	0.86	0.00	11.57

28	19:00 - 7:00	12.00	11.00	0.00	2.00	0.00	4.71	0.00	0.86	0.00	11.57
29	7:00 - 19:00	12.00	12.00	0.00	2.00	0.00	4.97	0.00	0.83	0.00	11.59
	19:00 - 7:00	12.00	12.00	0.00	2.00	0.00	4.97	0.00	0.83	0.00	
30	7:00 - 19:00	12.00	13.00	0.00	2.00	0.00	5.20	0.00	0.80	0.00	12.00
	19:00 - 7:00	12.00	13.00	0.00	2.00	0.00	5.20	0.00	0.80	0.00	
31	7:00 - 19:00	12.00	13.00	0.00	2.00	0.00	5.03	0.00	0.77	0.00	11.61
	19:00 - 7:00	12.00	13.00	0.00	2.00	0.00	5.03	0.00	0.77	0.00	
32	7:00 - 19:00	12.00	14.00	0.00	2.00	0.00	5.25	0.00	0.75	0.00	12.00
	19:00 - 7:00	12.00	14.00	0.00	2.00	0.00	5.25	0.00	0.75	0.00	



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Unit Information

Surgical RC5 - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

**Surgical RC5 -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):**

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

This unit has a high turnover rate for patient flow. It is not unusual to admit and discharge combined up to 21 patients on any given day, primarily on day shift. The unit may care for patients from other departments, and may need to hold beds open for ED surges. Patients are discharged to anywhere in our WAMI region, making some discharges very complex. Because of this and the high patient turnover, to increase patient throughput we often use a discharge RN (shared with Surgical FB.8) in addition to the RNs called out in the staffing plan from 7:00-15:00 on weekdays.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Common types of patient care needs include total care, post-orthopedic surgery, EVD/lumbar drain, and high-acuity EEG. These may all require a reduced assignment due to the complexity and time associated with caring for these patients, as well as the assistance needed for mobility to reduce patient and staff harm.

- ☒ **Skill mix:**

Description:

Patient populations that require a specific skill mix and training specific to RNs and CNAs on our unit include EVD, EEG, HALO traction, epidural, and fresh post-op spinal fusion patients. Rehab nurses are trained to care for these populations as well, though they do not care for patients under the age of one year.

- ☒ **Level of experience of nursing and patient care staff:**

Description:

EEG-trained staff; some staff need to wait until quarterly training.

☒ **Need for specialized or intensive equipment:**

Description:

HALO, EVD/lumbar drain, epidurals, EEG

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

During periods of low census, a component of our staffing plan is to assure that a nurse is not left on a cluster by themselves and that they have backup in case of emergency, and during meal and rest breaks. This may require an additional nurse or CNA above what our staffing plan requires.

☒ **Other:**

Description:

Patients with a patient watch will not be included in the census number when determining the number of CNAs to use for the shift.



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Surgical RC6									
Unit/ Clinic Type:		Surgical Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		37		Maximum # of Beds:				43 + 1 Z bed = 44			
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
20	7:00 - 19:00	12.00	9.00	0.00	1.00	0.00	5.40	0.00	0.60	0.00	12.00
	19:00 - 7:00	12.00	9.00	0.00	1.00	0.00	5.40	0.00	0.60	0.00	
21	7:00 - 19:00	12.00	10.00	0.00	1.00	0.00	5.71	0.00	0.57	0.00	12.57
	19:00 - 7:00	12.00	10.00	0.00	1.00	0.00	5.71	0.00	0.57	0.00	
22	7:00 - 19:00	12.00	10.00	0.00	1.00	0.00	5.45	0.00	0.55	0.00	12.00
	19:00 - 7:00	12.00	10.00	0.00	1.00	0.00	5.45	0.00	0.55	0.00	
23	7:00 - 19:00	12.00	11.00	0.00	2.00	0.00	5.74	0.00	1.04	0.00	13.57
	19:00 - 7:00	12.00	11.00	0.00	2.00	0.00	5.74	0.00	1.04	0.00	
24	7:00 - 19:00	12.00	11.00	0.00	2.00	0.00	5.50	0.00	1.00	0.00	13.00
	19:00 - 7:00	12.00	11.00	0.00	2.00	0.00	5.50	0.00	1.00	0.00	
25	7:00 - 19:00	12.00	12.00	0.00	2.00	0.00	5.76	0.00	0.96	0.00	13.44
	19:00 - 7:00	12.00	12.00	0.00	2.00	0.00	5.76	0.00	0.96	0.00	
26	7:00 - 19:00	12.00	12.00	0.00	2.00	0.00	5.54	0.00	0.92	0.00	12.92
	19:00 - 7:00	12.00	12.00	0.00	2.00	0.00	5.54	0.00	0.92	0.00	
27	7:00 - 19:00	12.00	12.00	0.00	2.00	0.00	5.33	0.00	0.89	0.00	12.44
	19:00 - 7:00	12.00	12.00	0.00	2.00	0.00	5.33	0.00	0.89	0.00	
28	7:00 - 19:00	12.00	13.00	0.00	2.00	0.00	5.57	0.00	0.86	0.00	12.86

28	19:00 - 7:00	12.00	13.00	0.00	2.00	0.00	5.57	0.00	0.86	0.00	12.80
29	7:00 - 19:00	12.00	13.00	0.00	2.00	0.00	5.38	0.00	0.83	0.00	12.41
	19:00 - 7:00	12.00	13.00	0.00	2.00	0.00	5.38	0.00	0.83	0.00	
30	7:00 - 19:00	12.00	14.00	0.00	2.00	0.00	5.60	0.00	0.80	0.00	12.80
	19:00 - 7:00	12.00	14.00	0.00	2.00	0.00	5.60	0.00	0.80	0.00	
31	7:00 - 19:00	12.00	14.00	0.00	2.00	0.00	5.42	0.00	0.77	0.00	12.39
	19:00 - 7:00	12.00	14.00	0.00	2.00	0.00	5.42	0.00	0.77	0.00	
32	7:00 - 19:00	12.00	15.00	0.00	3.00	0.00	5.63	0.00	1.13	0.00	13.50
	19:00 - 7:00	12.00	15.00	0.00	3.00	0.00	5.63	0.00	1.13	0.00	
33	7:00 - 19:00	12.00	15.00	0.00	3.00	0.00	5.45	0.00	1.09	0.00	13.09
	19:00 - 7:00	12.00	15.00	0.00	3.00	0.00	5.45	0.00	1.09	0.00	
34	7:00 - 19:00	12.00	16.00	0.00	3.00	0.00	5.65	0.00	1.06	0.00	13.41
	19:00 - 7:00	12.00	16.00	0.00	3.00	0.00	5.65	0.00	1.06	0.00	
35	7:00 - 19:00	12.00	16.00	0.00	3.00	0.00	5.49	0.00	1.03	0.00	13.03
	19:00 - 7:00	12.00	16.00	0.00	3.00	0.00	5.49	0.00	1.03	0.00	
36	7:00 - 19:00	12.00	16.00	0.00	3.00	0.00	5.33	0.00	1.00	0.00	12.67
	19:00 - 7:00	12.00	16.00	0.00	3.00	0.00	5.33	0.00	1.00	0.00	
37	7:00 - 19:00	12.00	17.00	0.00	3.00	0.00	5.51	0.00	0.97	0.00	12.97
	19:00 - 7:00	12.00	17.00	0.00	3.00	0.00	5.51	0.00	0.97	0.00	
38	7:00 - 19:00	12.00	17.00	0.00	3.00	0.00	5.37	0.00	0.95	0.00	12.63
	19:00 - 7:00	12.00	17.00	0.00	3.00	0.00	5.37	0.00	0.95	0.00	
39	7:00 - 19:00	12.00	18.00	0.00	3.00	0.00	5.54	0.00	0.92	0.00	12.92
	19:00 - 7:00	12.00	18.00	0.00	3.00	0.00	5.54	0.00	0.92	0.00	
40	7:00 - 19:00	12.00	18.00	0.00	3.00	0.00	5.40	0.00	0.90	0.00	12.60
	19:00 - 7:00	12.00	18.00	0.00	3.00	0.00	5.40	0.00	0.90	0.00	
41	7:00 - 19:00	12.00	18.00	0.00	3.00	0.00	5.27	0.00	0.88	0.00	12.29
	19:00 - 7:00	12.00	18.00	0.00	3.00	0.00	5.27	0.00	0.88	0.00	
42	7:00 - 19:00	12.00	19.00	0.00	3.00	0.00	5.43	0.00	0.86	0.00	12.57
	19:00 - 7:00	12.00	19.00	0.00	3.00	0.00	5.43	0.00	0.86	0.00	
43	7:00 - 19:00	12.00	20.00	0.00	3.00	0.00	5.58	0.00	0.84	0.00	12.84
	19:00 - 7:00	12.00	20.00	0.00	3.00	0.00	5.58	0.00	0.84	0.00	
44	7:00 - 19:00	12.00	20.00	0.00	3.00	0.00	5.45	0.00	0.82	0.00	12.55
	19:00 - 7:00	12.00	20.00	0.00	3.00	0.00	5.45	0.00	0.82	0.00	



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Unit Information

Surgical RC6 - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

**Surgical RC6 -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):**

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

Surgical RC6 has a high percentage of ICU transfers: e.g., fresh solid organ and cardiac transplant patients, post-operative cardiac patients, long-term patients awaiting transplant, and infants with high respiratory support needs. It is not an infrequent occurrence that our patients require transfer back to the ICU for worsening conditions, which can lead to holds on our unit and reduced ratios until an ICU bed is ready.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Surgical RC6 is a step-down cardiac transplant unit, with high-acuity patients that require reduced assignments due to frequent assessments, respiratory support, central lines, TPN, and NICU step-down patients. We care for patients on VADs and with cardiac drips (e.g., milrinone) as well as fresh transplants, fresh complex open-heart surgeries, and peritoneal dialysis.

- ☒ **Skill mix:**

Description:

Certain patient populations require specific training and are only cared for in acute care on our unit. These include patients with VADs, cardiac drips, internal and external pacers, and pericardial drains. Some of our patients are also NICU step-down patients, who are cared for in acute care but remain on the neonatology service. All of our nurses are trained to administer transplant medications, and our charge nurses often have to round on other units to give transplant medications to patients located on units where the nurses are not trained.

- ☒ **Level of experience of nursing and patient care staff:**

Description:

The acuity level and complexity of patients can be challenging for new graduates or float nurses. Because of this, we often utilize a Clinical Development Nurse on top of the number of nurses called out in the staffing plan on night shift immediately following when our new hires come off their precepted orientation period (shared with Surgical RC5/FB8). Nurses generally have one year of experience before being trained with care for patients on VADs.

☒ **Need for specialized or intensive equipment:**

Description:

VADs, external paces, PD, central monitoring.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

The geography of the unit is such that, in periods of low census, we sometimes need to staff an additional nurse or CNA at a cluster (regardless of the number of patients in the cluster) in case of emergencies, for double-checks, and in order to adequately cover meal and rest breaks. During high census, we sometimes need to use the treatment room as a patient care room.

☒ **Other:**

Description:

Patients with a patient watch will not be included in the census number when determining the number of CNAs to use for the shift.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Adolescent Medicine					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4540 Sand Point Way NE Ste. 200, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	2	0	0	0
	Day (07:30 - 17:00)	9	1	0	0	0
Tuesday	Day (08:00 - 16:30)	8	2	0	0	0
	Day (07:30 - 17:00)	9	1	0	0	0
Wednesday	Day (08:00 - 16:30)	8	2	0	0	0
	Day (07:30 - 17:00)	9	1	0	0	0
Thursday	Day (08:00 - 16:30)	8	2	0	0	0
	Day (07:30 - 17:00)	9	1	0	0	0
Friday	Day (08:00 - 16:30)	8	2	0	0	0
	Day (07:30 - 17:00)	9	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Adolescent Med - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Adolescent Med - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Autism Center					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	6901 Sand Point Way, NE Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	2	0	0	0
Tuesday	Day (08:00 - 16:30)	8	2	0	0	0
Wednesday	Day (08:00 - 16:30)	8	2	0	0	0
Thursday	Day (08:00 - 16:30)	8	2	0	0	0
Friday	Day (08:00 - 16:30)	8	2	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Autism Center - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Autism Center - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Bellevue Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	1500 116th Ave NE, Bellevue, WA 98004					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:00 - 15:30)	8	0	0	0	0
	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	1	5
Tuesday	Day (07:00 - 15:30)	8	0	0	0	0
	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	1	5
Wednesday	Day (07:00 - 15:30)	8	0	0	0	0
	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	1	5
Thursday	Day (07:00 - 15:30)	8	0	0	0	0
	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	1	5
Friday	Day (07:00 - 15:30)	8	0	0	0	0
	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	1	5
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Bellevue Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Bellevue Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Biochemical Genetics Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	1	0	0	0
Tuesday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 12:00)	4	0	0	0	1
Wednesday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (13:00 - 17:00)	4	0	0	0	1
Thursday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 12:00)	4	0	0	0	1
Friday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 12:00)	4	0	0	0	1
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Biochemical Genetics Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Biochemical Genetics Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Cardiology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:30 - 17:00)	9	5	0	0	3
Tuesday	Day (07:30 - 17:00)	9	5	0	0	3
Wednesday	Day (07:30 - 17:00)	9	5	0	0	3
Thursday	Day (07:30 - 17:00)	9	5	0	0	3
Friday	Day (07:30 - 17:00)	9	5	0	0	3
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Cardiology Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Cardiology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Craniofacial Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 17:30)	9	5	0	0	0
	Day (07:30 - 18:00)	10	0	0	3	0
Tuesday	Day (08:00 - 16:30)	8	3	0	0	0
Wednesday	Day (08:00 - 16:30)	8	4	0	1	0
Thursday	Day (08:00 - 16:30)	8	3	0	0	0
Friday	Day (08:00 - 16:30)	8	4	0	1	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Craniofacial Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Craniofacial Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Dermatology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	2	0	0	2
Tuesday	Day (08:00 - 16:30)	8	2	0	0	3
Wednesday	Day (08:00 - 16:30)	8	3	0	0	2
Thursday	Day (08:00 - 16:30)	8	2	0	0	2
Friday	Day (08:00 - 16:30)	8	3	0	0	2
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Dermatology Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Dermatology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Endocrinology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:00-17:30)	10	0	0	0	2
	Day (08:00-17:30)	9	1	0	0	0
	Day (08:30-17:00)	8	9	0	0	0
Tuesday	Day (07:00-17:30)	10	0	0	0	2
	Day (08:00-17:30)	9	1	0	0	0
	Day (08:30-17:00)	8	8	0	0	0
Wednesday	Day (07:00-17:30)	10	0	0	0	2
	Day (08:00-17:30)	9	2	0	0	0
	Day (08:30-17:00)	8	8	0	0	0
Thursday	Day (07:00-17:30)	10	0	0	0	2
	Day (08:00-17:30)	9	2	0	0	0
	Day (08:30-17:00)	8	10	0	0	0
Friday	Day (07:00-17:30)	10	0	0	0	2
	Day (08:00-17:30)	9	1	0	0	0
	Day (08:30-17:00)	8	8	0	0	0
Saturday	Day (08:00-16:30)	8	1	0	0	0
Sunday	Day (08:00-16:30)	8	1	0	0	0



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Unit Information

Endocrinology Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Endocrinology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Fetal Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:30 - 16:00)	8	3	0	0	1
Tuesday	Day (07:30 - 16:00)	8	4	0	0	1
Wednesday	Day (07:30 - 16:00)	8	3	0	0	1
Thursday	Day (07:30 - 16:00)	8	4	0	0	1
Friday	Day (07:30 - 16:00)	8	3	0	0	1
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Fetal Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Fetal Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Gastroenterology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	6	0	1	2
Tuesday	Day (08:00 - 16:30)	8	6	0	1	2
Wednesday	Day (08:00 - 16:30)	8	5	0	1	2
Thursday	Day (08:00 - 16:30)	8	5	0	1	2
Friday	Day (08:00 - 16:30)	8	5	0	1	2
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Gastroenterology Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Gastroenterology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	General Surgery Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:30 - 17:00)	9	2	0	0	1
	Day (08:00 - 16:30)	8	2	0	0	1
Tuesday	Day (07:30 - 18:00)	10	1	0	0	0
	Day (08:00 - 16:30)	8	3	0	0	1
	Day (07:30 - 17:00)	9	0	0	0	1
Wednesday	Day (07:30 - 17:00)	9	1	0	0	1
	Day (08:00 - 16:30)	8	3	0	0	1
Thursday	Day (08:00 - 16:30)	8	4	0	0	1
	Day (07:30 - 17:00)	9	0	0	0	1
Friday	Day (08:00 - 16:30)	8	2	0	0	1
	Day (07:30 - 17:00)	9	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

General Surgery Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

General Surgery Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Genetics Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	2	0	1	0
Tuesday	Day (08:00 - 16:30)	8	2	0	0	0
Wednesday	Day (08:00 - 16:30)	8	2	0	1	0
Thursday	Day (08:00 - 16:30)	8	2	0	1	0
Friday	Day (08:00 - 16:30)	8	2	0	1	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Genetics Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Genetics Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

--

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Heart Failure/Heart Transplant Clinic					
Unit/ Clinic Type:	Ambulatory Clinic/Triage					
Unit/ Clinic Address:	8232 W. Grandridge Blvd., Kennewick, WA 99336					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 17:00)	9	4	0	0	0
Tuesday	Day (08:00 - 17:00)	9	4	0	0	0
Wednesday	Day (08:00 - 17:00)	9	3	0	0	0
Thursday	Day (08:00 - 17:00)	9	4	0	0	0
Friday	Day (08:00 - 17:00)	9	3	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Heart Failure, Heart Transplant Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Heart Failure, Heart Transplant Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Hem/Onc, BMT, Immunology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:30 - 16:00)	8	9	0	7	0
Tuesday	Day (07:30 - 16:00)	8	9	0	7	0
Wednesday	Day (07:30 - 16:00)	8	9	0	7	0
Thursday	Day (07:30 - 16:00)	8	9	0	7	0
Friday	Day (07:30 - 16:00)	8	9	0	7	0
Saturday	Day (07:30 - 16:00)	8	0	0	1	0
Sunday & minor holidays	Closed	0	0	0	0	0



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Unit Information

HemOnc, BMT, Immunology Clinic - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

HemOnc, BMT, Immunology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Infectious Disease Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	0	0	0	1
	Day (11:00 - 17:00)	6	1	0	0	0
Tuesday	Day (08:00 - 12:00)	4	0	0	0	1
	Day (11:00 - 17:00)	6	0	0	0	0
Wednesday	Day (11:00 - 17:00)	6	1	0	0	0
	Day (12:30 - 16:30)	4	0	0	0	1
Thursday	Day (11:00 - 17:00)	6	1	0	0	0
	Day (12:30 - 16:30)	4	0	0	0	1
Friday	Day (08:00 - 12:00)	4	0	0	0	1
	Day (11:00 - 17:00)	6	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Infectious Diseases - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Infectious Diseases - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Infusion Services - Bellevue					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	1500 116th Ave NE, Bellevue, WA 98004					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:30 - 17:00)	8	1	0	0	0
Tuesday	Closed	0	0	0	0	0
Wednesday	Day (08:30 - 17:00)	8	1	0	0	0
Thursday	Closed	0	0	0	0	0
Friday	Day (08:30 - 17:00)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday & minor holidays	Closed	0	0	0	0	0



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Unit Information

Infusion Bellevue - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Infusion Bellevue - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

--

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Infusion Services - Seattle					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:30 - 16:00)	8	10	0	0	0
	Day (07:30 - 18:00)	10	2	0	0	0
	Day (07:00 - 19:30)	12	2	0	0	0
Tuesday	Day (07:30 - 16:00)	8	10	0	0	0
	Day (07:30 - 18:00)	10	2	0	0	0
	Day (07:00 - 19:30)	12	2	0	0	0
Wednesday	Day (07:30 - 16:00)	8	10	0	0	0
	Day (07:30 - 18:00)	10	2	0	0	0
	Day (07:00 - 19:30)	12	2	0	0	0
Thursday	Day (07:30 - 16:00)	8	10	0	0	0
	Day (07:30 - 18:00)	10	2	0	0	0
	Day (07:00 - 19:30)	12	2	0	0	0
Friday	Day (07:30 - 16:00)	8	10	0	0	0
	Day (07:30 - 18:00)	10	2	0	0	0
	Day (07:00 - 19:30)	12	2	0	0	0
Saturday	Day (07:30 - 16:00)	8	4	0	0	0
	Day (07:30 - 18:00)	10	2	0	0	0
Sunday & minor holidays	Day (07:30 - 16:00)	8	2	0	0	0



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Unit Information

Infusion Seattle - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Infusion Seattle - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Infusion Services - South					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	34920 Enchanted Pkwy S, Federal Way, WA 98003					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Closed	0	0	0	0	0
Tuesday	Day (0:900 - 17:30)	8	1	0	0	0
Wednesday	Closed	0	0	0	0	0
Thursday	Closed	0	0	0	0	0
Friday	Day (09:00 - 17:30)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday & minor holidays	Closed	0	0	0	0	0



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Unit Information

Infusion South - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Infusion South - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Interventional Radiology					
Unit/ Clinic Type:	Radiology					
Unit/ Clinic Address:	4800 Sand Point Way NE Seattle, WA 98105					
Effective as of:	7/1/2025					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
1 Room	Day (06:30 - 16:30)	10	2	0	0	0
	Day (08:00 - 18:30)	10	1	0	0	0
2 Rooms	Day (06:30 - 16:30)	10	3	0	0	0
	Day (08:00 - 18:30)	10	1	0	0	0
3 Rooms	Day (06:30 - 16:30)	10	4	0	0	0
	Day (08:00 - 18:30)	10	1	0	0	0



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Unit Information

Interventional Radiology - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Interventional Radiology - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Nephrology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (8:00 - 16:30)	8	3	0	0	2
Tuesday	Day (8:00 - 16:30)	8	3	0	0	2
Wednesday	Day (8:00 - 16:30)	8	2	0	0	1
Thursday	Day (8:00 - 16:30)	8	3	0	0	2
Friday	Day (8:00 - 16:30)	8	2	0	0	1
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Nephrology Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Nephrology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

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Fixed Staffing Matrix

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Unit/ Clinic Name:	Neurodevelopmental Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:30 - 17:00)	9	1	0	0	0
	Day (08:00 - 16:30)	8	2	0	0	0
Tuesday	Day (07:00 - 17:30)	10	0	0	1	0
	Day (07:30 - 17:00)	9	1	0	0	0
	Day (08:00 - 16:30)	8	2	0	1	0
Wednesday	Day (07:00 - 17:30)	10	0	0	1	0
	Day (07:30 - 17:00)	9	1	0	0	0
	Day (08:00 - 16:30)	8	3	0	1	0
Thursday	Day (07:30 - 17:00)	9	1	0	0	0
	Day (08:00 - 16:30)	8	2	0	1	0
Friday	Day (08:00 - 16:30)	8	3	0	1	0
Saturday	Day (08:00 - 16:30)	8	0	0	1	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Neurodevelopmental Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Neurodevelopmental Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Neurology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	5	0	2	0
	Day (09:00 - 17:30)	8	4	0	1	0
Tuesday	Day (08:00 - 16:30)	8	5	0	2	0
	Day (09:00 - 17:30)	8	4	0	1	0
Wednesday	Day (08:00 - 16:30)	8	5	0	2	0
	Day (09:00 - 17:30)	8	4	0	1	0
Thursday	Day (08:00 - 16:30)	8	5	0	2	0
	Day (09:00 - 17:30)	8	4	0	1	0
Friday	Day (08:00 - 16:30)	8	5	0	2	0
	Day (09:00 - 17:30)	8	6	0	1	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Neurology Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Neurology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

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☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Neurosurgery Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	2	0	1	0
Tuesday	Day (08:30 - 17:00)	8	2	0	1	0
Wednesday	Day (08:00 - 16:30)	8	2	0	1	0
Thursday	Day (08:00 - 16:30)	8	2	0	1	0
Friday	Day (08:00 - 16:30)	8	2	0	1	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Neurosurgery Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Neurosurgery Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

--

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	North Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	1815 13th Street, Everett, WA 98201					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	5
	Day (08:00 - 16:30)	8	3	0	0	0
Tuesday	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	5
	Day (08:00 - 16:30)	8	3	0	0	0
Wednesday	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	5
	Day (08:00 - 16:30)	8	3	0	0	0
Thursday	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	5
	Day (08:00 - 16:30)	8	3	0	0	0
Friday	Day (07:00 - 16:30)	9	0	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	5
	Day (08:00 - 16:30)	8	3	0	0	0
Saturday	Closed <i>(except NDV every 2nd Sat)</i>	9	0	0	0	1
Sunday	Closed	0	0	0	0	0



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Unit Information

North Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

North Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Olympia Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	615 Lilly RD NE Suite 140, Olympia, WA 98506					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:00 - 16:30)	8	1	0	0	0
Tuesday	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:30 - 17:00)	8	1	0	0	0
Wednesday	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:00 - 16:30)	8	1	0	0	0
Thursday	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:00 - 16:30)	8	1	0	0	0
Friday	Day (07:30 - 17:00)	9	0	0	0	1
	Day (08:30 - 17:00)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Olympia Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Olympia Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

--

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Oral Surgery Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	1	0	0	0
Tuesday	Day (08:00 - 16:30)	8	1	0	0	0
Wednesday	Day (08:00 - 16:30)	8	1	0	0	0
Thursday	Day (08:00 - 16:30)	8	1	0	0	0
Friday	Day (08:00 - 16:30)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Oral Surgery Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Oral Surgery Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Orthopedics Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:00 - 17:30)	10	0	0	0	2
	Day (08:00 - 16:30)	8	5	0	0	0
	PM/Eve (13:00 - 21:30)	8	0	0	0	1
Tuesday	Day (07:00 - 17:30)	10	0	0	0	5
	Day (08:00 - 16:30)	8	8	0	0	0
	PM/Eve (13:00 - 21:30)	8	0	0	0	1
Wednesday	Day (07:00 - 17:30)	10	0	0	0	6
	Day (08:00 - 16:30)	8	5	0	0	0
	PM/Eve (13:00 - 21:30)	8	0	0	0	1
Thursday	Day (07:00 - 17:30)	10	0	0	0	7
	Day (08:00 - 16:30)	8	7	0	0	0
	PM/Eve (13:00 - 21:30)	8	0	0	0	1
Friday	Day (07:00 - 17:30)	10	0	0	0	5
	Day (08:00 - 16:30)	8	5	0	0	0
	PM/Eve (13:00 - 21:30)	8	0	0	0	1
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Orthopedics Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Orthopedics Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Otolaryngology & Vascular Anomalies Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	7	0	2	0
Tuesday	Day (08:00 - 16:30)	8	6	0	2	0
Wednesday	Day (08:00 - 16:30)	8	6	0	2	0
Thursday	Day (08:00 - 16:30)	8	6	0	2	0
Friday	Day (08:00 - 16:30)	8	6	0	2	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Otolaryngology & Vascular Anomalies Clinic - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Otolaryngology & Vascular Anomalies Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Outpatient Psychiatry					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	6901 Sand Point Way, NE Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	2	0	0	0
Tuesday	Day (08:00 - 16:30)	8	2	0	0	0
Wednesday	Day (08:00 - 16:30)	8	2	0	0	0
Thursday	Day (08:00 - 16:30)	8	2	0	0	0
Friday	Day (08:00 - 16:30)	8	2	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

OP Psych - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

OP Psych - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Pain Medicine Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE Seattle, WA, 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	0	0	0	0
Tuesday	Day (08:00 - 16:30)	8	1	0	0	1
Wednesday	Day (08:00 - 16:30)	8	1	0	0	0
Thursday	Day (08:00 - 16:30)	8	1	0	0	1
Friday	Day (08:00 - 16:30)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Pain Clinic - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Pain Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Partial Hospitalization Program					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	6901 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	1	0	0	0
Tuesday	Day (08:00 - 16:30)	8	1	0	0	0
Wednesday	Day (08:00 - 16:30)	8	1	0	0	0
Thursday	Day (08:00 - 16:30)	8	1	0	0	0
Friday	Day (08:00 - 16:30)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

PHP - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

PHP - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

The Partial Hospitalization Program's (PHP) census varies; there may be times that the census drives a different staffing ratio/model, but on a typical day it is as noted in the staffing plan.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

For the PHP, there must be a minimum of three patient-facing staff working at any given time (when at census). Typically, that is a mix of RNs and Pediatric Mental Health Specialists (PMHS). For PHP only, UAP noted on this plan may be filled by a therapist, PMHS, or RN only.

☒ **Level of experience of nursing and patient care staff:**

Description:

In addition to staffing one RN, the Partial Hospitalization Program routinely staffs Pediatric Mental Health Specialists (PMHS) and Mental Health Therapists (MHT).

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

The Partial Hospitalization Program (PHP) at Magnuson will need to be staffed with one RN, five days per week. We will rely on either our Outpatient Psychiatry RNs, Autism Center RNs, or Magnuson Clinic RNs to fill in this role and support the team should the primary PHP RN not be available. We are also cross-training more clinical staff to be able to provide coverage and support for our clinical team, to further protect the RN role being pulled into coverage that is either out of scope or could be handled by another provider type (PMHS or Therapist).

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Pediatric Clinical Research Center					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	2	0	0	0
Tuesday	Day (08:00 - 16:30)	8	2	0	0	0
Wednesday	Day (08:00 - 16:30)	8	2	0	0	0
Thursday	Day (08:00 - 16:30)	8	2	0	0	0
Friday	Day (08:00 - 16:30)	8	2	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

PCRC - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

PCRC - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

--

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Plastic Surgery/SGAP Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (10:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 12:00)	4	0	0	1	0
Tuesday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 12:00)	4	0	0	1	0
Wednesday	Day (08:00 - 16:30)	8	2	0	0	0
	Day (08:00 - 12:00)	4	0	0	1	0
Thursday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (07:30 - 18:00)	10	0	0	1	0
Friday	Day (08:00 - 16:30)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Plastic Surgery, SGAP Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Plastic Surgery, SGAP Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Pulmonary Clinic (Bellevue, South, Tri-Cities)					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	4	0	0	0
Tuesday	Day (08:00 - 16:30)	8	5	0	0	0
	Day (07:00 - 17:30)	10	0	0	0	2
Wednesday	Day (08:00 - 16:30)	8	3	0	0	0
Thursday	Day (08:00 - 16:30)	8	5	0	0	0
	Day (07:30 - 18:00)	10	0	0	0	2
Friday	Day (08:00 - 16:30)	8	3	0	0	0
	Day (07:00 - 17:30)	10	0	0	0	1
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Pulmonary Clinic - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Pulmonary Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Radiology Recovery					
Unit/ Clinic Type:	Radiology					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (06:30 - 16:30)	10	6	0	0	0
	Day (08:00 - 18:30)	10	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	1	0
Tuesday	Day (06:30 - 16:30)	10	6	0	0	0
	Day (08:00 - 18:30)	10	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	1	0
Wednesday	Day (06:30 - 16:30)	10	6	0	0	0
	Day (08:00 - 18:30)	10	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	1	0
Thursday	Day (06:30 - 16:30)	10	6	0	0	0
	Day (08:00 - 18:30)	10	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	1	0
Friday	Day (06:30 - 16:30)	10	6	0	0	0
	Day (08:00 - 18:30)	10	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	1	0
Saturday	Closed (except Call)	0	0	0	0	0
Sunday	Closed (except Call)	0	0	0	0	0



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Unit Information

Radiology Recovery - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Radiology Recovery - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Main Campus radiology recovery RNs are deployed to provide recovery services at Bellevue Campus as well.

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Rehabilitation Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:00 - 17:30)	10	0	0	1	0
	Day (08:00 - 16:30)	8	3	0	0	0
Tuesday	Day (07:00 - 17:30)	10	0	0	1	0
	Day (08:00 - 16:30)	8	3	0	0	0
Wednesday	Day (07:00 - 17:30)	10	0	0	1	0
	Day (08:00 - 16:30)	8	3	0	0	0
Thursday	Day (07:00 - 17:30)	10	0	0	1	0
	Day (08:00 - 16:30)	8	3	0	0	0
Friday	Day (07:00 - 17:30)	10	0	0	1	0
	Day (08:00 - 16:30)	8	2	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Rehab Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Rehab Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Rheumatology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	1	0	0	1
	Day (07:30 - 17:00)	9	1	0	0	0
Tuesday	Day (08:00 - 16:30)	8	1	0	0	3
	Day (07:30- 17:00)	9	1	0	0	0
Wednesday	Day (08:00 - 16:30)	8	2	0	0	3
Thursday	Day (08:00 - 16:30)	8	1	0	0	3
	Day (07:30 - 17:00)	9	1	0	0	0
Friday	Day (08:00 - 16:30)	8	1	0	0	1
	Day (07:30 - 17:00)	9	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Rheumatology Clinic - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Rheumatology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Sleep Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	1231 116th Ave NE Suite 385, Bellevue, WA 98004					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	2
Tuesday	Day (08:00 - 16:30)	8	2	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	2
Wednesday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	1
Thursday	Day (08:00 - 16:30)	8	2	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	2
Friday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (07:30 - 17:00)	9	0	0	0	1
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Sleep Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Sleep Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	South Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	34920 Enchanted Parkway South, Federal Way, WA 98003					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (07:45 - 17:15)	9	2	0	0	6
	Day (08:00 - 16:30)	8	1	0	0	0
Tuesday	Day (07:45 - 17:15)	9	2	0	0	6
	Day (08:00 - 16:30)	8	1	0	0	0
Wednesday	Day (07:45 - 17:15)	9	2	0	0	5
	Day (08:00 - 16:30)	8	1	0	0	0
Thursday	Day (07:45 - 17:15)	9	2	0	0	4
	Day (08:00 - 16:30)	8	1	0	0	0
Friday	Day (07:45 - 17:15)	9	2	0	0	3
	Day (08:00 - 16:30)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

South Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

South Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	South Sound Cardiology					
Unit/ Clinic Type:	Ambulatory					
Unit/ Clinic Address:	1901 South Cedar St. Suite 103, Tacoma, WA 98405					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	1	0	0	0
Tuesday	Day (08:00 - 16:30)	8	1	0	0	0
Wednesday	Day (08:00 - 16:30)	8	1	0	0	0
Thursday	Day (08:00 - 16:30)	8	1	0	0	0
Friday	Day (08:00 - 16:30)	8	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

South Sound Cardiology - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

South Sound Cardiology - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

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☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Transplant Clinic (Kidney and Liver)					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	4	0	0	2
Tuesday	Day (08:00 - 16:30)	8	6	0	0	2
Wednesday	Day (08:00 - 16:30)	8	4	0	0	2
Thursday	Day (08:00 - 16:30)	8	6	0	0	2
Friday	Day (08:00 - 16:30)	8	4	0	0	2
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Transplant Clinic - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Transplant Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Urgent Care Bellevue					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	1500 116 Ave NE, Bellevue, WA 98004					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Monday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Tuesday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Tuesday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Wednesday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Wednesday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Thursday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Thursday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Friday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Friday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Saturday, 1-2 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	1
Saturday, 3 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	2
Sunday, 1-2 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	1

Sunday, 3 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	2
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Unit Information

Urgent Care Bellevue - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	x	x	x	x
Child Life Therapist	x			
Code Blue Team (Main Campus)	x	x	x	x
Interpreter (SCH Staff)	x	x	x	x
Medical Evaluation Team (MET) (Main Campus)	x	x	x	x
Mental Health Therapist (PHP)	x			
Patient Support Coordinator	x			
Phlebotomist	x	x	x	x
Registration Coordinator	x	x		x
Respiratory Therapist	x			
Social Work	x	x	x	x
Vascular Access Service (VAS) (Main Campus Infusion)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

Urgent Care Bellevue - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

The Urgent Care staffing plan outlines minimal nursing staff based on the number of providers staffing urgent care that day. The staffing plan includes a minimum of two RNs and one MA, as Urgent Care patients are at risk for acute decompensation needing at least two staff on the floor (one of which is a RN) to allow proper breaks. One RN will primarily be responsible for flow, including rapid visual assessments in the lobby and assisting in rooming, testing, and procedures. The second RN and the MA will be responsible for rooming, tests, and procedures on incoming patients. This plan outlines minimal staffing, however the department also has a process to restrict walk-in patient appointments (thereby reducing patient census) in order to better match volumes to available staffing. If staffing reaches below three support staff, next steps include relying on supervisor support and re-evaluating with manager and director input on a case-by-case basis. The appointment blocking methodology is outlined below:

1. Two provider plan with three support staff (two RNs, one MA); block four appointments on weekdays, and five appointments on weekends.
2. Three provider plan with four support staff (two RNs, two MAs); block eight appointments on weekdays, and 10 appointments on weekends.
3. Three provider plan with five support staff (two RNs and three MAs); block four appointments on weekdays, and five appointments on weekends.

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Urgent Care North					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	1815 13th St Everett, WA 98201					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Monday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Tuesday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Tuesday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Wednesday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Wednesday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Thursday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Thursday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Friday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Friday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Saturday, 1-2 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	1
Saturday, 3 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	2
Sunday, 1-2 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	0

Sunday, 3 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	2
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Unit Information

Urgent Care North - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Urgent Care North - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

The Urgent Care staffing plan outlines minimal nursing staff based on the number of providers staffing urgent care that day. The staffing plan includes a minimum of two RNs and one MA as Urgent Care patients are at risk for acute decompensation needing at least two staff on the floor (one of which is a RN) to allow proper breaks. One RN will primarily be responsible for flow, including rapid visual assessments in the lobby and assisting in rooming, testing and procedures. The second RN and the MA will be responsible for rooming, tests, and procedures on incoming patients. This plan outlines minimal staffing, however the department also has a process to restrict walk in patient appointments (thereby reducing patient census) in order to better match volumes to available staffing. If staffing reaches below three support staff, next steps include relying on supervisor support, and re-evaluating with manager and director input on a case-by-case basis. The appointment blocking methodology is outlined below:

1. Two provider plan with three support staff (two RNs, one MA): block four appointments on weekdays, and five appointments on weekends.
2. Three provider plan with four support staff (two RNs, two MAs): block eight appointments on weekdays, and 10 appointments on weekends.
3. Three provider plan with five support staff (two RNs, three MAs): block four appointments on weekdays, and five appointments on weekends.

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Urgent Care Seattle					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday, 1 Provider	Day/Eve (10:30 - 19:00)	8	2	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Monday, 2 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	0
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	0
Monday, 3 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Tuesday, 1 Provider	Day/Eve (10:30 - 19:00)	8	2	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Tuesday, 2 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	0
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	0
Tuesday, 3 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Wednesday, 1 Provider	Day/Eve (10:30 - 19:00)	8	2	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	2	0	0	0

	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Wednesday, 2 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	0
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	0
Wednesday, 3 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Thursday, 1 Provider	Day/Eve (10:30 - 19:00)	8	2	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Thursday, 2 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	0
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	0
Thursday, 3 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Friday, 1 Provider	Day/Eve (10:30 - 19:00)	8	2	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Friday, 2 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	0
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	0
Friday, 3 Providers	Day/Eve (10:30 - 19:00)	8	3	0	0	0
	Day/Eve (11:00 - 18:30)	7	0	0	0	1
	Day/Eve (15:30 - 24:00)	8	3	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Saturday, 1 Provider	Day/Eve (10:30 - 21:00)	10	2	0	0	1
Saturday, 2 Providers	Day/Eve (10:30 - 21:00)	10	3	0	0	0
Saturday, 3 Providers	Day/Eve (10:30 - 21:00)	10	3	0	0	1
Sunday, 1 Provider	Day/Eve (10:30 - 21:00)	10	2	0	0	1
Sunday, 2 Providers	Day/Eve (10:30 - 21:00)	10	3	0	0	0
Sunday, 3 Providers	Day/Eve (10:30 - 21:00)	10	3	0	0	1



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Unit Information

Urgent Care Seattle - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Urgent Care Seattle - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

The Urgent Care staffing plan outlines minimal nursing staff based on the number of providers staffing urgent care that day. The staffing plan includes a minimum of two RNs and one MA as Urgent Care patients are at risk for acute decompensation needing at least two staff on the floor (one of which is a RN) to allow proper breaks. One RN will primarily be responsible for flow, including rapid visual assessments in the lobby and assisting in rooming, testing and procedures. The second RN and the MA will be responsible for rooming, tests, and procedures on incoming patients. This plan outlines minimal staffing, however the department also has a process to restrict walk in patient appointments (thereby reducing patient census) in order to better match volumes to available staffing. If staffing reaches below three support staff, next steps include relying on supervisor support, and re-evaluating with manager and director input on a case-by-case basis. The appointment blocking methodology is outlined below:

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2. Three provider plan with four support staff (two RNs, two MAs): block eight appointments on weekdays, and 10 appointments on weekends.
3. Three provider plan with five support staff (two RNs, three MAs): block four appointments on weekdays, and five appointments on weekends.

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Urgent Care South					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	34920 Enchanted Parkway S., Federal Way, WA 98003					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Monday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Tuesday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Tuesday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Wednesday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Wednesday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Thursday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Thursday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Friday, 1-2 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	1
Friday, 3 Providers	Day/Eve (15:30 - 24:00)	8	2	0	0	0
	Day/Eve (16:00 - 23:30)	7	0	0	0	2
Saturday, 1-2 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	1
Saturday, 3 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	2
Sunday, 1-2 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	1

Sunday, 3 Providers	Day/Eve (10:30 - 21:00)	10	2	0	0	2
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Unit Information

Urgent Care South - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Urgent Care South - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

The Urgent Care staffing plan outlines minimal nursing staff based on the number of providers staffing urgent care that day. The staffing plan includes a minimum of two RNs and one MA as Urgent Care patients are at risk for acute decompensation needing at least two staff on the floor (one of which is a RN) to allow proper breaks. One RN will primarily be responsible for flow, including rapid visual assessments in the lobby and assisting in rooming, testing and procedures. The second RN and the MA will be responsible for rooming, tests, and procedures on incoming patients. This plan outlines minimal staffing, however the department also has a process to restrict walk in patient appointments (thereby reducing patient census) in order to better match volumes to available staffing. If staffing reaches below three support staff, next steps include relying on supervisor support, and re-evaluating with manager and director input on a case-by-case basis. The appointment blocking methodology is outlined below:

1. Two provider plan with three support staff (two RNs, one MA): block four appointments on weekdays, and five appointments on weekends.
2. Three provider plan with four support staff (two RNs, two MAs): block eight appointments on weekdays, and 10 appointments on weekends.
3. Three provider plan with five support staff (two RNs, three MAs): block four appointments on weekdays, and five appointments on weekends.

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Urology Clinic					
Unit/ Clinic Type:	Ambulatory Clinic					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 17:30)	9	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:00 - 14:30)	6	1	0	0	0
Tuesday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 17:30)	9	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:00 - 14:30)	6	1	0	0	0
Wednesday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 17:30)	9	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:00 - 14:30)	6	1	0	0	0
Thursday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 17:30)	9	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:00 - 14:30)	6	1	0	0	0
Friday	Day (08:00 - 16:30)	8	1	0	0	0
	Day (08:00 - 17:30)	9	1	0	0	0
	Day (07:00 - 17:30)	10	0	0	0	1
	Day (08:00 - 14:30)	6	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Urology Clinic - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Urology Clinic - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Cardiac Intensive Care Unit									
Unit/ Clinic Type:		Inpatient Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		21	Maximum # of Beds:				24				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
5	Day RN (7:00 - 19:00)	12.00	4.00	0.00	1.00	0.00	9.60	0.00	2.40	0.00	28.80
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	4.00	0.00	1.00	0.00	9.60	0.00	2.40	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	
6	Day RN (7:00 - 19:00)	12.00	5.00	0.00	1.00	0.00	10.00	0.00	2.00	0.00	28.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	5.00	0.00	1.00	0.00	10.00	0.00	2.00	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
7	Day RN (7:00 - 19:00)	12.00	6.00	0.00	1.00	0.00	10.29	0.00	1.71	0.00	27.43
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	1.71	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	6.00	0.00	1.00	0.00	10.29	0.00	1.71	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	1.71	0.00	0.00	0.00	
	Day RN (7:00 - 19:00)	12.00	6.00	0.00	1.00	0.00	9.00	0.00	1.50	0.00	
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	1.50	0.00	0.00	0.00	

8	Night RN (19:00 - 7:00)	12.00	6.00	0.00	1.00	0.00	9.00	0.00	1.50	0.00	24.00
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	1.50	0.00	0.00	0.00	
9	Day RN (7:00 - 19:00)	12.00	7.00	0.00	1.00	0.00	9.33	0.00	1.33	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	1.33	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	7.00	0.00	1.00	0.00	9.33	0.00	1.33	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	1.33	0.00	0.00	0.00	
10	Day RN (7:00 - 19:00)	12.00	8.00	0.00	1.00	0.00	9.60	0.00	1.20	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	8.00	0.00	1.00	0.00	9.60	0.00	1.20	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	
11	Day RN (7:00 - 19:00)	12.00	9.00	0.00	1.00	0.00	9.82	0.00	1.09	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	1.09	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	9.00	0.00	1.00	0.00	9.82	0.00	1.09	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	1.09	0.00	0.00	0.00	
12	Day RN (7:00 - 19:00)	12.00	10.00	0.00	1.00	0.00	10.00	0.00	1.00	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	10.00	0.00	1.00	0.00	10.00	0.00	1.00	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
13	Day RN (7:00 - 19:00)	12.00	10.00	0.00	1.00	0.00	9.23	0.00	0.92	0.00	22.15
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.92	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	10.00	0.00	1.00	0.00	9.23	0.00	0.92	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.92	0.00	0.00	0.00	
14	Day RN (7:00 - 19:00)	12.00	11.00	0.00	2.00	0.00	9.43	0.00	1.71	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.86	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	11.00	0.00	2.00	0.00	9.43	0.00	1.71	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.86	0.00	0.00	0.00	
15	Day RN (7:00 - 19:00)	12.00	12.00	0.00	2.00	0.00	9.60	0.00	1.60	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	12.00	0.00	2.00	0.00	9.60	0.00	1.60	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
16	Day RN (7:00 - 19:00)	12.00	13.00	0.00	2.00	0.00	9.75	0.00	1.50	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.75	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	13.00	0.00	2.00	0.00	9.75	0.00	1.50	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.75	0.00	0.00	0.00	

17	Day RN (7:00 - 19:00)	12.00	14.00	0.00	2.00	0.00	9.88	0.00	1.41	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	14.00	0.00	2.00	0.00	9.88	0.00	1.41	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	
18	Day RN (7:00 - 19:00)	12.00	15.00	0.00	2.00	0.00	10.00	0.00	1.33	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	15.00	0.00	2.00	0.00	10.00	0.00	1.33	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
19	Day RN (7:00 - 19:00)	12.00	16.00	0.00	2.00	0.00	10.11	0.00	1.26	0.00	24.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	16.00	0.00	2.00	0.00	10.11	0.00	1.26	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	
20	Day RN (7:00 - 19:00)	12.00	16.00	0.00	2.00	0.00	9.60	0.00	1.20	0.00	22.80
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	16.00	0.00	2.00	0.00	9.60	0.00	1.20	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	
21	Day RN (7:00 - 19:00)	12.00	17.00	0.00	2.00	0.00	9.71	0.00	1.14	0.00	22.86
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	17.00	0.00	2.00	0.00	9.71	0.00	1.14	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	
22	Day RN (7:00 - 19:00)	12.00	18.00	0.00	2.00	0.00	9.82	0.00	1.09	0.00	22.91
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	18.00	0.00	2.00	0.00	9.82	0.00	1.09	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	
23	Day RN (7:00 - 19:00)	12.00	19.00	0.00	2.00	0.00	9.91	0.00	1.04	0.00	22.96
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	19.00	0.00	2.00	0.00	9.91	0.00	1.04	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	
24	Day RN (7:00 - 19:00)	12.00	19.00	0.00	2.00	0.00	9.50	0.00	1.00	0.00	22.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	19.00	0.00	2.00	0.00	9.50	0.00	1.00	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	



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Unit Information

CICU - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

CICU -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

Number of staff required may adjust based on the number of planned and unplanned admissions, transfers, discharges, and level of patient acuity 24/7.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Nurses in the CICU require specialized training beyond ICU foundation due to the acuity, specific diagnoses, symptoms, and nursing interventions based on cardiac anatomy. New graduate nurses are classified as resident nurses for the first year of their RN employment. A variety of experience and tenured RN staff work between day and night shift. CDN and support RNs are roles to help support new graduates and new hire staff. Orientation for core CICU staff ranges from 8-16 weeks depending on prior nursing experience. Orientation pathways are followed based on level of previous experienced with individualize goals every two weeks to monitor progress and ensure that CICU standards are met. Training includes didactic/theory, simulation, hands-on practice, advanced technologies (VAD, CRRT, apheresis, ECLS, etc.), and 1:1 precepting at bedside. Critical Care Float Pool (CCFP) attend CICU specific core classes and have a 4-6 week 1:1 precepted orientation followed by 4-6 week dedicated CICU staffing to solidify skills.

- ☒ **Skill mix:**

Description:

Skill mix of the CICU RN staff include charge nurse and relief charge nurse roles, resource nurse, CRRT nurse, ECMO nurse, CDN, organ transplant trained nurse, VAD nurse. Charge nurse roles typically include one (1) clinical charge nurse and one (1) operational charge nurse. Clinical Charge nurses are also a code blue responder for the main campus hospital. Operational charge nurse is responsible for patient assignments and flow in and out of the CICU. ACE nurse is an additional support nurse for technologies such as apheresis, CRRT, and ECLS throughout all three ICUs. One ECLS- trained nurse within ICU division responds to eCPR events in the ICU and ORs. Skill mix is also impacted by float assignments from other units. CICU patients are ideally staffed by CICU/Cardiac trained RNs (goal 80% of census); however, unanticipated census surges, sick calls, and leave of absences may necessitate floats in from other ICUs and/or acute care to meet the staffing plan. Use of non-CICU trained RN staff may necessitate reduced assignments (i.e. 1:1 versus 1:2, nurse to patient ratios).

- ☒ **Level of experience of nursing and patient care staff:**

Description:

Acuity and care of a CICU patient typically requires one RN for every one to two patients.

During rest and meal breaks an RN may cover no more than four patients at a time. Frequency of assessments, interventions, and care is determined by acuity. Patients cared for in the CICU include congenital and acquired heart disease ranging from neonatal to young adult. Interventions and assessments occur typically at a miniDuring rest and meal breaks an Rn may cover no more than four patients at a minimum of every two hours. Other types of nursing care and management at the bedside may include ventilators, non-invasive respiratory support, invasive hemodynamic monitoring, continuous infusions, Near Infrared Spectroscopy (NIRS), continuous renal replacement therapy (CRRT), apheresis therapy or plasma exchange, extracorporeal life support (ECLS), ventricular assist devices (VAD), external cardiac pacing, external ventricular drains, frequent lab monitoring, continuous EEG monitoring, eCPR support (extracorporeal resuscitation), invasive bedside procedures, open chest (delayed sternal closure) care, patient watches, developmental care, psycho/social/education support, and end of life care.

☒ **Need for specialized or intensive equipment:**

Description:

Specialized equipment include (but not limited to): ventilators, non-invasive respiratory support, iNO, invasive hemodynamic monitoring (arterial, central, pulmonary, transthoracic), continuous infusion pumps, subcutaneous infusion pumps, continuous renal replacement therapy (CRRT), apheresis therapy or plasma exchange, extracorporeal life support (ECLS), ventricular assist devices (VAD), NIRS, external ventricular drains, external/internal cardiac pacemakers, EEG, EKG, Etometry, rapid infusor, blood warmer, and bedside imaging.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

The 24 CICU beds are located on the same floor with two separate main halls adjacent to eachother. In times of census >24, or based on geography, CICU patients may occupy other inpatient rooms on FA.6. May flex staffing up based on location to adequate staffing coverage. Positive airflow rooms are limited and may also impact staffing ratios based on geography.

☐ **Other:**

Description:

N/A



DOH 346-154

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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Neonatal Intensive Care Unit									
Unit/ Clinic Type:		Inpatient Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		32	Maximum # of Beds:					48			
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
15	Day RN (7:00 - 19:00)	12.00	10.00	0.00	1.00	0.00	8.00	0.00	0.80	0.00	19.20
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	10.00	0.00	1.00	0.00	8.00	0.00	0.80	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
16	Day RN (7:00 - 19:00)	12.00	11.00	0.00	1.00	0.00	8.25	0.00	0.75	0.00	19.50
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.75	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	11.00	0.00	1.00	0.00	8.25	0.00	0.75	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.75	0.00	0.00	0.00	
17	Day RN (7:00 - 19:00)	12.00	12.00	0.00	1.00	0.00	8.47	0.00	0.71	0.00	19.76
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	12.00	0.00	1.00	0.00	8.47	0.00	0.71	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	
18	Day RN (7:00 - 19:00)	12.00	12.00	0.00	1.00	0.00	8.00	0.00	0.67	0.00	18.67
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	12.00	0.00	1.00	0.00	8.00	0.00	0.67	0.00	

	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
19	Day RN (7:00 - 19:00)	12.00	13.00	0.00	1.00	0.00	8.21	0.00	0.63	0.00	18.95
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	13.00	0.00	1.00	0.00	8.21	0.00	0.63	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	
20	Day RN (7:00 - 19:00)	12.00	14.00	0.00	1.00	0.00	8.40	0.00	0.60	0.00	19.20
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	14.00	0.00	1.00	0.00	8.40	0.00	0.60	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	
21	Day RN (7:00 - 19:00)	12.00	14.00	0.00	1.00	0.00	8.00	0.00	0.57	0.00	18.29
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	14.00	0.00	1.00	0.00	8.00	0.00	0.57	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	
22	Day RN (7:00 - 19:00)	12.00	15.00	0.00	1.00	0.00	8.18	0.00	0.55	0.00	18.55
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	15.00	0.00	1.00	0.00	8.18	0.00	0.55	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	
23	Day RN (7:00 - 19:00)	12.00	16.00	0.00	1.00	0.00	8.35	0.00	0.52	0.00	18.78
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	16.00	0.00	1.00	0.00	8.35	0.00	0.52	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	
24	Day RN (7:00 - 19:00)	12.00	16.00	0.00	1.00	0.00	8.00	0.00	0.50	0.00	18.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	16.00	0.00	1.00	0.00	8.00	0.00	0.50	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	
25	Day RN (7:00 - 19:00)	12.00	17.00	0.00	1.00	0.00	8.16	0.00	0.48	0.00	18.24
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	17.00	0.00	1.00	0.00	8.16	0.00	0.48	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	
26	Day RN (7:00 - 19:00)	12.00	18.00	0.00	1.00	0.00	8.31	0.00	0.46	0.00	18.46
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	18.00	0.00	1.00	0.00	8.31	0.00	0.46	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	
	Day RN (7:00 - 19:00)	12.00	18.00	0.00	1.00	0.00	8.00	0.00	0.44	0.00	

27	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	17.78
	Night RN (19:00 - 7:00)	12.00	18.00	0.00	1.00	0.00	8.00	0.00	0.44	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	
28	Day RN (7:00 - 19:00)	12.00	19.00	0.00	1.00	0.00	8.14	0.00	0.43	0.00	18.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	19.00	0.00	1.00	0.00	8.14	0.00	0.43	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	
29	Day RN (7:00 - 19:00)	12.00	20.00	0.00	1.00	0.00	8.28	0.00	0.41	0.00	18.21
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	20.00	0.00	1.00	0.00	8.28	0.00	0.41	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	
30	Day RN (7:00 - 19:00)	12.00	20.00	0.00	1.00	0.00	8.00	0.00	0.40	0.00	17.60
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	20.00	0.00	1.00	0.00	8.00	0.00	0.40	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
31	Day RN (7:00 - 19:00)	12.00	21.00	0.00	1.00	0.00	8.13	0.00	0.39	0.00	17.81
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	21.00	0.00	1.00	0.00	8.13	0.00	0.39	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	
32	Day RN (7:00 - 19:00)	12.00	22.00	0.00	1.00	0.00	8.25	0.00	0.38	0.00	18.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	22.00	0.00	1.00	0.00	8.25	0.00	0.38	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	
33	Day RN (7:00 - 19:00)	12.00	22.00	0.00	1.00	0.00	8.00	0.00	0.36	0.00	17.45
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	22.00	0.00	1.00	0.00	8.00	0.00	0.36	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00	
34	Day RN (7:00 - 19:00)	12.00	23.00	0.00	1.00	0.00	8.12	0.00	0.35	0.00	17.65
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	23.00	0.00	1.00	0.00	8.12	0.00	0.35	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	
35	Day RN (7:00 - 19:00)	12.00	24.00	0.00	1.00	0.00	8.23	0.00	0.34	0.00	17.83
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	24.00	0.00	1.00	0.00	8.23	0.00	0.34	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	
36	Day RN (7:00 - 19:00)	12.00	25.00	0.00	1.00	0.00	8.33	0.00	0.33	0.00	18.00
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	25.00	0.00	1.00	0.00	8.33	0.00	0.33	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	
37	Day RN (7:00 - 19:00)	12.00	25.00	0.00	1.00	0.00	8.11	0.00	0.32	0.00	17.51
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	25.00	0.00	1.00	0.00	8.11	0.00	0.32	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
38	Day RN (7:00 - 19:00)	12.00	26.00	0.00	1.00	0.00	8.21	0.00	0.32	0.00	17.68
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	

38	Night RN (19:00 - 7:00)	12.00	26.00	0.00	1.00	0.00	8.21	0.00	0.32	0.00	17.00
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
39	Day RN (7:00 - 19:00)	12.00	27.00	0.00	1.00	0.00	8.31	0.00	0.31	0.00	17.85
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	27.00	0.00	1.00	0.00	8.31	0.00	0.31	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	
40	Day RN (7:00 - 19:00)	12.00	27.00	0.00	1.00	0.00	8.10	0.00	0.30	0.00	17.40
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	27.00	0.00	1.00	0.00	8.10	0.00	0.30	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	
41	Day RN (7:00 - 19:00)	12.00	28.00	0.00	1.00	0.00	8.20	0.00	0.29	0.00	17.56
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	28.00	0.00	1.00	0.00	8.20	0.00	0.29	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
42	Day RN (7:00 - 19:00)	12.00	29.00	0.00	1.00	0.00	8.29	0.00	0.29	0.00	17.71
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	29.00	0.00	1.00	0.00	8.29	0.00	0.29	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
43	Day RN (7:00 - 19:00)	12.00	29.00	0.00	1.00	0.00	8.09	0.00	0.28	0.00	17.30
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	29.00	0.00	1.00	0.00	8.09	0.00	0.28	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	
44	Day RN (7:00 - 19:00)	12.00	30.00	0.00	1.00	0.00	8.18	0.00	0.27	0.00	17.45
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	30.00	0.00	1.00	0.00	8.18	0.00	0.27	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
45	Day RN (7:00 - 19:00)	12.00	31.00	0.00	1.00	0.00	8.27	0.00	0.27	0.00	17.60
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	31.00	0.00	1.00	0.00	8.27	0.00	0.27	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
46	Day RN (7:00 - 19:00)	12.00	31.00	0.00	1.00	0.00	8.09	0.00	0.26	0.00	17.22
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	31.00	0.00	1.00	0.00	8.09	0.00	0.26	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	
47	Day RN (7:00 - 19:00)	12.00	32.00	0.00	1.00	0.00	8.17	0.00	0.26	0.00	17.36
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	32.00	0.00	1.00	0.00	8.17	0.00	0.26	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	
48	Day RN (7:00 - 19:00)	12.00	33.00	0.00	1.00	0.00	8.25	0.00	0.25	0.00	17.50
	Day CN (7:00 - 19:00)	12.00	1.00	0.00	0.00	0.00	0.25	0.00	0.00	0.00	
	Night RN (19:00 - 7:00)	12.00	33.00	0.00	1.00	0.00	8.25	0.00	0.25	0.00	
	Night CN (19:00 - 7:00)	12.00	1.00	0.00	0.00	0.00	0.25	0.00	0.00	0.00	



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Unit Information

NICU - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

NICU -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

Number of staff required may adjust based on the number of planned and unplanned admissions, transfers, discharges, and level of patient acuity 24/7.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Acuity and care of a NICU patient typically requires one RN for every one to two patients. During meal and rest breaks a RN may cover no more than four patients at a time. However, some NICU patients requiring advanced life supportive technology (ECLS for example) require two RNs for one patient. Frequency of assessments, interventions, and care is determined by acuity, but typically occur at a minimum of every three hours. Patients typically cared for in the NICU include infants with congenital conditions, those who are born prematurely and infants with a corrected gestational age of less than 44 weeks who are critically ill for any reason. Other types of nursing care and management at the bedside may include ventilators, non-invasive respiratory support, invasive hemodynamic monitoring, continuous infusions, Near Infrared Spectroscopy (NIRS), continuous renal replacement therapy (CRRT), apheresis therapy or plasma exchange, extracorporeal life support (ECLS), external ventricular drains, frequent lab monitoring, continuous EEG monitoring, eCPR support (extracorporeal resuscitation), invasive bedside procedures, developmental care, psycho/social/education support, and end of life care.

- ☒ **Skill mix:**

Description:

Skill mix of the NICU RN staff include charge nurse and relief charge nurse roles, resource nurses, CRRT nurse, ECMO nurse, CDN. Charge nurse roles typically include one (2) clinical charge nurse and one (1) operational charge nurse. Clinical Charge nurses are also a code blue responder for the main campus hospital. Operational charge nurse is responsible for patient assignments and flow in and out of the NICU. ACE nurse is an additional support nurse for technologies such as apheresis, CRRT, and ECLS throughout all three ICUs. One ECLS-trained nurse within ICU division responds to eCPR events in the ICU and ORs. Skill mix is also impacted by float assignments from other units. NICU patients are ideally staffed by NICU trained RNs (goal 80% of census); however, unanticipated census surges, sick calls, and leaves of absence may necessitate floats in from other ICUs and/or acute care to meet the staffing plan. Use of non-NICU trained RN staff may necessitate reduced assignments (i.e. 1:1 versus 1:2, nurse to patient ratios).

- ☒ **Level of experience of nursing and patient care staff:**

Description:

New graduate nurses are classified as residency nurses for the first year of their RN

employment. A variety of experience and tenured RN staff work between day and night shift. CDN and support RNs are roles to help support new graduates and new hire staff, especially on night shift. Orientation for core NICU staff ranges from 8-16 weeks depending on prior nursing experience. Orientation pathways are followed based on level of previous experienced with individualize goals every two weeks to monitor progress and ensure that NICU standards are met. Training includes didactic/theory, simulation, hands-on practice, advanced technologies (CRRT, apheresis, ECLS, etc.), and 1:1 precepting at bedside. Critical Care Float Pool (CCFP) attend NICU specific core classes and have a 4-6 week 1:1 precepted orientation followed by 4-6 week dedicated NICU staffing to solidify skills.

☒ **Need for specialized or intensive equipment:**

Description:

Specialized equipment include (but not limited to): ventilators, non-invasive respiratory support, iNO, invasive hemodynamic monitoring (arterial, central), continuous infusion pumps, subcutaneous infusion pumps, continuous renal replacement therapy (CRRT), apheresis therapy or plasma exchange, extracorporeal life support (ECLS), NIRS, external ventricular drains, EEG, EKG, blood warmer, and bedside imaging.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

The NICU is a 48 bed unit split between Forest 4.200 and 300 and F3.200. This split geography occasionally necessitates an increased number of nurses beyond the staffing plan so as not to isolate nurses with ICU level patients.

☐ **Other:**

Description:

N/A



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it

Unit/ Clinic Name:		Pediatric Intensive Care Unit									
Unit/ Clinic Type:		Inpatient Unit									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		32	Maximum # of Beds:				40				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
10	Day RN (7:00 - 19:00)	12.00	8.00	0.00	1.00	0.00	9.60	0.00	1.20	0.00	24.00
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	8.00	0.00	1.00	0.00	9.60	0.00	1.20	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	
11	Day RN (7:00 - 19:00)	12.00	8.00	0.00	1.00	0.00	8.73	0.00	1.09	0.00	21.82
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	1.09	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	8.00	0.00	1.00	0.00	8.73	0.00	1.09	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	1.09	0.00	0.00	0.00	
12	Day RN (7:00 - 19:00)	12.00	9.00	0.00	1.00	0.00	9.00	0.00	1.00	0.00	22.00
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	9.00	0.00	1.00	0.00	9.00	0.00	1.00	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
13	Day RN (7:00 - 19:00)	12.00	10.00	0.00	1.00	0.00	9.23	0.00	0.92	0.00	22.15
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.92	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	10.00	0.00	1.00	0.00	9.23	0.00	0.92	0.00	

	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.92	0.00	0.00	0.00	
14	Day RN (7:00 - 19:00)	12.00	11.00	0.00	1.00	0.00	9.43	0.00	0.86	0.00	22.29
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.86	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	11.00	0.00	1.00	0.00	9.43	0.00	0.86	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.86	0.00	0.00	0.00	
15	Day RN (7:00 - 19:00)	12.00	12.00	0.00	1.00	0.00	9.60	0.00	0.80	0.00	22.40
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	12.00	0.00	1.00	0.00	9.60	0.00	0.80	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
16	Day RN (7:00 - 19:00)	12.00	13.00	0.00	1.00	0.00	9.75	0.00	0.75	0.00	22.50
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.75	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	13.00	0.00	1.00	0.00	9.75	0.00	0.75	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.75	0.00	0.00	0.00	
17	Day RN (7:00 - 19:00)	12.00	13.00	0.00	1.00	0.00	9.18	0.00	0.71	0.00	21.18
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	13.00	0.00	1.00	0.00	9.18	0.00	0.71	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	
18	Day RN (7:00 - 19:00)	12.00	14.00	0.00	1.00	0.00	9.33	0.00	0.67	0.00	21.33
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	14.00	0.00	1.00	0.00	9.33	0.00	0.67	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
19	Day RN (7:00 - 19:00)	12.00	14.00	0.00	1.00	0.00	8.84	0.00	0.63	0.00	20.21
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	14.00	0.00	1.00	0.00	8.84	0.00	0.63	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	
20	Day RN (7:00 - 19:00)	12.00	15.00	0.00	1.00	0.00	9.00	0.00	0.60	0.00	20.40
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	15.00	0.00	1.00	0.00	9.00	0.00	0.60	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	
21	Day RN (7:00 - 19:00)	12.00	15.00	0.00	1.00	0.00	8.57	0.00	0.57	0.00	19.43
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	15.00	0.00	1.00	0.00	8.57	0.00	0.57	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	
	Day RN (7:00 - 19:00)	12.00	16.00	0.00	1.00	0.00	8.73	0.00	0.55	0.00	

22	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	19.64
	Night RN (7:00 - 19:00)	12.00	16.00	0.00	1.00	0.00	8.73	0.00	0.55	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	
23	Day RN (7:00 - 19:00)	12.00	17.00	0.00	1.00	0.00	8.87	0.00	0.52	0.00	19.83
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	17.00	0.00	1.00	0.00	8.87	0.00	0.52	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	
24	Day RN (7:00 - 19:00)	12.00	18.00	0.00	1.00	0.00	9.00	0.00	0.50	0.00	20.00
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	18.00	0.00	1.00	0.00	9.00	0.00	0.50	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	
25	Day RN (7:00 - 19:00)	12.00	19.00	0.00	1.00	0.00	9.12	0.00	0.48	0.00	20.16
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	19.00	0.00	1.00	0.00	9.12	0.00	0.48	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	
26	Day RN (7:00 - 19:00)	12.00	20.00	0.00	1.00	0.00	9.23	0.00	0.46	0.00	20.31
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	20.00	0.00	1.00	0.00	9.23	0.00	0.46	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	
27	Day RN (7:00 - 19:00)	12.00	21.00	0.00	1.00	0.00	9.33	0.00	0.44	0.00	20.44
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	21.00	0.00	1.00	0.00	9.33	0.00	0.44	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	
28	Day RN (7:00 - 19:00)	12.00	22.00	0.00	1.00	0.00	9.43	0.00	0.43	0.00	20.57
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	22.00	0.00	1.00	0.00	9.43	0.00	0.43	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.43	0.00	0.00	0.00	
29	Day RN (7:00 - 19:00)	12.00	23.00	0.00	1.00	0.00	9.52	0.00	0.41	0.00	20.69
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	23.00	0.00	1.00	0.00	9.52	0.00	0.41	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	
30	Day RN (7:00 - 19:00)	12.00	23.00	0.00	1.00	0.00	9.20	0.00	0.40	0.00	20.00
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	23.00	0.00	1.00	0.00	9.20	0.00	0.40	0.00	

	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
31	Day RN (7:00 - 19:00)	12.00	24.00	0.00	1.00	0.00	9.29	0.00	0.39	0.00	20.13
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.39	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	24.00	0.00	1.00	0.00	9.29	0.00	0.39	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00		0.00	0.39	0.00	0.00	0.00	
32	Day RN (7:00 - 19:00)	12.00	25.00	0.00	1.00	0.00	9.38	0.00	0.38	0.00	20.25
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	25.00	0.00	1.00	0.00	9.38	0.00	0.38	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	
33	Day RN (7:00 - 19:00)	12.00	26.00	0.00	1.00	0.00	9.45	0.00	0.36	0.00	20.36
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	26.00	0.00	1.00	0.00	9.45	0.00	0.36	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00	
34	Day RN (7:00 - 19:00)	12.00	27.00	0.00	1.00	0.00	9.53	0.00	0.35	0.00	20.47
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	27.00	0.00	1.00	0.00	9.53	0.00	0.35	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	
35	Day RN (7:00 - 19:00)	12.00	27.00	0.00	1.00	0.00	9.26	0.00	0.34	0.00	19.89
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	27.00	0.00	1.00	0.00	9.26	0.00	0.34	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	
36	Day RN (7:00 - 19:00)	12.00	28.00	0.00	1.00	0.00	9.33	0.00	0.33	0.00	20.00
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	28.00	0.00	1.00	0.00	9.33	0.00	0.33	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	
37	Day RN (7:00 - 19:00)	12.00	29.00	0.00	1.00	0.00	9.41	0.00	0.32	0.00	20.11
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	29.00	0.00	1.00	0.00	9.41	0.00	0.32	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
38	Day RN (7:00 - 19:00)	12.00	30.00	0.00	1.00	0.00	9.47	0.00	0.32	0.00	20.21
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	30.00	0.00	1.00	0.00	9.47	0.00	0.32	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	Day RN (7:00 - 19:00)	12.00	30.00	0.00	1.00	0.00	9.23	0.00	0.31	0.00	

39	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	19.69
	Night RN (7:00 - 19:00)	12.00	30.00	0.00	1.00	0.00	9.23	0.00	0.31	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.31	0.00	0.00	0.00	
40	Day RN (7:00 - 19:00)	12.00	31.00	0.00	1.00	0.00	9.30	0.00	0.30	0.00	19.80
	Day CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	
	Night RN (7:00 - 19:00)	12.00	31.00	0.00	1.00	0.00	9.30	0.00	0.30	0.00	
	Night CN (6:30 - 18:30)	12.00	1.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	

Unit Information

PICU - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

PICU -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ **Activity such as patient admissions, discharges, and transfers.**

Description:

Staffing may flex up and down based on the number of admissions, transfers, and discharges occurring 24/7.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Acuity and care of an ICU patient typically requires 1 RN for every 1-2 patients. During rest and meal breaks an RN may cover no more than 4 patients at a time. Frequency of assessments occur typically at a minimum of every two hours. Other types of nursing care and management at the bedside may include ventilators, non-invasive respiratory support, invasive hemodynamic monitoring, continuous infusions, continuous renal replacement therapy, apheresis therapy or plasma exchange, extracorporeal life support, external ventricular drains, intracranial pressure monitoring, frequent lab monitoring, continuous doppler monitoring, eCPR support (extracorporeal resuscitation) and patient watches.

- ☒ **Skill mix:**

Description:

Skill mix of the PICU RN staff include charge nurse and relief charge nurse roles, CRRT nurse, ECMO nurse, CDN, organ transplant trained nurse. Charge nurse roles may include (2) clinical charge nurse and (1) operational charge nurse. Clinical Charge nurses are also a code blue and medical emergency responder for the main campus hospital. Operational charge nurse is responsible for patient assignments and flow in and out of the PICU. ACE nurse is an additional support nurse for technologies such as apheresis, CRRT, and ECMO throughout all three ICUs. One ECMO- trained nurse within ICU division responds to eCPR events in the ICU and ORs. Skill mix is also impacted by float assignments from other units.

- ☒ **Level of experience of nursing and patient care staff:**

Description:

New graduate nurses are classified as residency nurses for the first year of their RN employment. A higher number of experienced or more tenured RN staff work day shift compared to night shift. CDN and support RNs are roles to help support new graduates and new hire staff.

☒ **Need for specialized or intensive equipment:**

Description:

Specialized equipment include (but not limited to): ventilators, non-invasive respiratory support, invasive hemodynamic monitoring, continuous infusions, continuous renal replacement therapy, apheresis therapy or plasma exchange, extracorporeal life support, external ventricular drains, intracranial pressure monitoring, continuous doppler monitoring, pulmonary clearance therapies.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

32 inpatient rooms are located on FA.5 and 8 additional inpatient rooms are located on FA.6. In times of census >40, PICU patients may occupy other inpatient rooms on FA.6. May flex staffing up based on location to ensure few number of patients have a safe, minimum number of nurses. Positive airflow rooms are limited and may also impact staffing ratios based on geography.

☐ **Other:**

Description:

N/A



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not

Unit/ Clinic Name:		Bellevue Surgery Center									
Unit/ Clinic Type:		Outpatient Day Surgery									
Unit/ Clinic Address:		1500 116th Abe NE, Bellevue, WA 98004									
Average Daily Census:		N/A		Maximum # of Beds:			N/A				
Effective as of:		7/1/2025									
# of Rooms											
# of Rooms	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	0700-1530	8.00	2	0	0	0	16.00	0.00	0.00	0.00	64.00
	0700-1730	10.00	1	0	0	1	10.00	0.00	0.00	10.00	
	0630-1700	10.00	1	0	0	1	10.00	0.00	0.00	10.00	
	0630-1500	8.00	0	0	0	1	0.00	0.00	0.00	8.00	
2	0700-1530	8.00	4	0	0	1	16.00	0.00	0.00	4.00	44.00
	0700-1730	10.00	1	0	0	1	5.00	0.00	0.00	5.00	
	0630-1700	10.00	1	0	0	1	5.00	0.00	0.00	5.00	
	0630-1500	8.00	0	0	0	1	0.00	0.00	0.00	4.00	
3	0700-1530	8.00	6	0	0	2	16.00	0.00	0.00	5.33	44.00
	0700-1730	10.00	1	0	0	2	3.33	0.00	0.00	6.67	
	0630-1700	10.00	2	0	0	1	6.67	0.00	0.00	3.33	
	0630-1500	8.00	0	0	0	1	0.00	0.00	0.00	2.67	
4	0700-1530	8.00	7	0	0	3	14.00	0.00	0.00	6.00	39.50
	0700-1730	10.00	2	0	0	2	5.00	0.00	0.00	5.00	
	0630-1700	10.00	2	0	0	1	5.00	0.00	0.00	2.50	
	0630-1500	8.00	0	0	0	1	0.00	0.00	0.00	2.00	



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Unit Information

Bellevue OR - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Front Desk Coordinator	x			
Family Coordinator	x			
Child Life Specialist	x			

Unit Information

Bellevue OR - Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

Our staffing needs vary and depend on the number of ORs running, and the total number, length, and types of cases per day. All of our cases are planned outpatient procedures and all patients transfer to PACU before leaving the facility.

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

Depending on case length, case cancelation, PACU staff availability, or a gap in block time, the OR staff have the potential to relieve each other or take their own breaks. We have relief "float" staff built into our staffing numbers to assist with breaks and OR set up and turnover.

☒ **Skill mix:**

Description:

We have multiple RNs trained as circulators who are also capable of fulfilling the scrub role. Some of the RNs and STs are cross-trained to the Family Coordinator role and can provide coverage for the CNA or Family Coordinator at the FC desk. After orientation, our ST1s progress to ST2s and are able to cover both the ST and AT role. Our RN numbers include a Charge RN starting at 06:30 for each day we are open. Our UAP numbers include both STs and ATs.

☒ **Level of experience of nursing and patient care staff:**

Description:

Our orientees must demonstrate certain competencies before being taken off orientation, and are not added to staffing numbers solo until they have been approved to do so.

☒ **Need for specialized or intensive equipment:**

Description:

Our OR staff pick all of our own cases, turn over, clean our own ORs between cases, and return all of our own equipment and supplies at the end of the day. We currently do not have staff trained to perform these specialized duties from other departments assisting with this work.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Though we only have one staff member in the scrub role (an OR RN or an ST) per OR, we staff two OR nurses for every OR. This is so that we simultaneously have an OR RN perform counts and other duties of the circulator role while the other OR nurse is performing the Pre-Op RN role in one of two Inductions Rooms for that OR. The OR is geographically set apart from PACU but also across the red line, so there are separate OR and PACU Charge RN roles.

☒ **Other:**

Description:

Our unit participates in voluntary call.



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not

Unit/ Clinic Name:		Bellevue PACU									
Unit/ Clinic Type:		Outpatient									
Unit/ Clinic Address:		1500 116th Abe NE, Bellevue, WA 98004									
Average Daily Census:		8 (in 2 shifts)	Maximum # of Beds:					10			
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
5	06:00 - 18:30	12.00	1.00	0.00	0.00	0.00	2.40	0.00	0.00	0.00	10.00
	07:00 - 15:30	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	07:00 - 1730	10.00	1.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
	07:30 - 16:00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	07:30 - 18:00	10.00	1.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
	08:00 - 16:30	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	08:00 - 18:30	10.00	1.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
	08:30 - 17:00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	09:00 - 17:30	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	09:30 - 18:00	8.00	1.00	0.00	0.00	0.00	1.60	0.00	0.00	0.00	
10	06:00 - 18:30	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	5.80
	07:00 - 15:30	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	07:00 - 1730	10.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	07:30 - 16:00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	07:30 - 18:00	10.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	08:00 - 16:30	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	08:00 - 18:30	10.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	08:30 - 17:00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	09:00 - 17:30	8.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
	09:30 - 18:00	8.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
	06:00 - 18:30	12.00	1.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	

15	07:00 - 15:30	8.00	0.00	0.00	1.00	0.00	0.00	0.00	0.53	0.00	5.47
	07:00 - 1730	10.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
	07:30 - 16:00	8.00	1.00	0.00	0.00	0.00	0.53	0.00	0.00	0.00	
	07:30 - 18:00	10.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
	08:00 - 16:30	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	08:00 - 18:30	10.00	1.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
	08:30 - 17:00	8.00	1.00	0.00	0.00	0.00	0.53	0.00	0.00	0.00	
	09:00 - 17:30	8.00	1.00	0.00	0.00	0.00	0.53	0.00	0.00	0.00	
	09:30 - 18:00	8.00	1.00	0.00	0.00	0.00	0.53	0.00	0.00	0.00	
20	06:00 - 18:30	12.00	1.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	4.50
	07:00 - 15:30	8.00	0.00	0.00	1.00	0.00	0.00	0.00	0.40	0.00	
	07:00 - 1730	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	07:30 - 16:00	8.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	07:30 - 18:00	10.00	2.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	08:00 - 16:30	8.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	08:00 - 18:30	10.00	1.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	
	08:30 - 17:00	8.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	09:00 - 17:30	8.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	09:30 - 18:00	8.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
25	06:00 - 18:30	12.00	1.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	4.00
	07:00 - 15:30	8.00	0.00	0.00	1.00	0.00	0.00	0.00	0.32	0.00	
	07:00 - 1730	10.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	07:30 - 16:00	8.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	07:30 - 18:00	10.00	2.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
	08:00 - 16:30	8.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	08:00 - 18:30	10.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	
	08:30 - 17:00	8.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	09:00 - 17:30	8.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
	09:30 - 18:00	8.00	1.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	
30	06:00 - 18:30	12.00	1.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	3.07
	07:00 - 15:30	8.00	0.00	0.00	1.00	0.00	0.00	0.00	0.27	0.00	
	07:00 - 1730	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	07:30 - 16:00	8.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
	07:30 - 18:00	10.00	3.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
	08:00 - 16:30	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	08:00 - 18:30	10.00	1.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	
	08:30 - 17:00	8.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
	09:00 - 17:30	8.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
	09:30 - 18:00	8.00	1.00	0.00	0.00	0.00	0.27	0.00	0.00	0.00	
35	06:00 - 18:30	12.00	1.00	0.00	0.00	0.00	0.34	0.00	0.00	0.00	3.14
	07:00 - 15:30	8.00	0.00	0.00	1.00	0.00	0.00	0.00	0.23	0.00	
	07:00 - 1730	10.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	
	07:30 - 16:00	8.00	1.00	0.00	0.00	0.00	0.23	0.00	0.00	0.00	
	07:30 - 18:00	10.00	3.00	0.00	0.00	0.00	0.86	0.00	0.00	0.00	
	08:00 - 16:30	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	08:00 - 18:30	10.00	1.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	

	08:30 - 17:00	8.00	1.00	0.00	0.00	0.00	0.23	0.00	0.00	0.00	
	09:00 - 17:30	8.00	1.00	0.00	0.00	0.00	0.23	0.00	0.00	0.00	
	09:30 - 18:00	8.00	2.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	



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Unit Information

Bellevue PACU - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend

Unit Information

Bellevue PACU - Factors Considered in Development of Unit Staffing Plan (Check all that apply):
--

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

Patient census varies day to day depending on case type and length of procedure. Surgical block time is able to be filled by scheduling team up until three days beforehand. We also support Radiology and recover patients who require sedated imaging. Number of radiology patients requiring PACU stays varies day to day from zero to four, and is not predictable until three days beforehand.

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

Length of case and average PACU length of stay determine PACU census at any given time and thus the number of RNS needed. Staffing needs vary day-to-day and hour-to-hour, and can be unpredictable due to factors such as acuity, post op complications, post-anesthesia complications, care coordination concerns, and interpreter needs, to name a few.

☐ **Skill mix:**

Description:

N/A

☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

Staff schedule is balanced three to four weeks before the start of a six-week staff schedule at which point census is unknown. The unit is staffed from 6:00am-6:30pm with staggered start times.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Cardiac Catheterization Lab/Electrophysiology lab					
Unit/ Clinic Type:	Procedural Rooms					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Charge RN (07:00 - 17:30)	10	1	0	0	0
	Room 1 (07:00-17:30)	10	1	0	0	0
	Room 2 (07:00-17:30)	10	1	0	0	0
Tuesday	Charge RN (07:00 - 17:30)	10	1	0	0	0
	Room 1 (07:00-17:30)	10	1	0	0	0
	Room 2 (07:00-17:30)	10	1	0	0	0
Wednesday	Charge RN (07:00 - 17:30)	10	1	0	0	0
	Room 1 (07:00-17:30)	10	1	0	0	0
	Room 2 (07:00-17:30)	10	1	0	0	0
Thursday	Charge RN (07:00 - 17:30)	10	1	0	0	0
	Room 1 (07:00-17:30)	10	1	0	0	0
	Room 2 (07:00-17:30)	10	1	0	0	0
Friday	Charge RN (07:00 - 17:30)	10	1	0	0	0
	Room 1 (07:00-17:30)	10	1	0	0	0
	Room 2 (07:00-17:30)	10	1	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Cardiac Catheterization Lab, Electrophysiology Lab - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Cardiac Catheterization Lab, Electrophysiology Lab - Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☒ **Other:**

Description:

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Gastroenterology Lab					
Unit/ Clinic Type:	Procedural					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
1 room + pre op	Day 06:00 - 16:30	10	2	0	0	0
	Day 06:30 - 17:00	10	2	0	0	0
	Day 07:00 - 17:30	10	1	0	0	0
2 rooms + preop	Day 06:00 - 16:30	10	2	0	0	0
	Day 06:30 - 17:00	10	3	0	0	0
	Day 07:00 - 17:30	10	2	0	0	0
3 rooms + preop	Day 06:00 - 16:30	10	2	0	0	0
	Day 06:30 - 17:00	10	4	0	0	0
	Day 07:00 - 17:30	10	2	0	0	0
4 rooms + preop	Day 06:00 - 16:30	10	2	0	0	0
	Day 06:30 - 17:00	10	4	0	0	0
	Day 07:00 - 17:30	10	2	0	0	0



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Unit Information

GI Lab - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

GI Lab - Factors Considered in Development of Unit Staffing Plan (Check all that apply):
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- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

Pre-oping our patients with PIV placement.
Each GI room utilizes two RNs.
One lead/Charge RN to support the department.
One resource RN that performs NPO calls and supports combination cases in ORs and aerodigestive programs.

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

Patients are 1:1 with RN during anesthesia due to and airway management. During pre-op, patients are 2:1 with RNs for check-in and prepping patients.

☒ **Skill mix:**

Description:

PIV skills
Procedural Skills
GI trained
GI-tech trained
Circulating trained
Airway mangement trained

☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

☒ **Need for specialized or intensive equipment:**

Description:

ERCP equipment
Foreign Body managent and equipment
GI equipment, scopes, towers, pill cameras

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☐

Other:

Description:

N/A



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Seattle OR - Weekdays									
Unit/ Clinic Type:		Surgery									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA 98105									
Average Daily Census:		N/A		Maximum # of Beds:				20			
Effective as of:		7/1/2025									
# of Rooms											
# of Rooms	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
15	CN 06:00 - 18:00	12.00	2.00	0.00	0.00	0.00	1.60	0.00	0.00	0.00	36.00
	06:30 - 18:30	10.00	18.00	0.00	0.00	18.00	12.00	0.00	0.00	12.00	
	08:30 - 20:30	12.00	4.00	0.00	0.00	3.00	3.20	0.00	0.00	2.40	
	10:30 - 22:30	12.00	1.00	0.00	0.00	2.00	0.80	0.00	0.00	1.60	
	18:00 - 06:30	12.00	2.00	0.00	0.00	1.00	1.60	0.00	0.00	0.80	
16	CN 06:00 - 18:00	12.00	2.00	0.00	0.00	0.00	1.50	0.00	0.00	0.00	35.75
	06:30 - 18:30	10.00	19.00	0.00	0.00	19.00	11.88	0.00	0.00	11.88	
	08:30 - 20:30	12.00	4.00	0.00	0.00	3.00	3.00	0.00	0.00	2.25	
	10:30 - 22:30	12.00	1.00	0.00	0.00	2.00	0.75	0.00	0.00	1.50	
	18:00 - 06:30	12.00	2.00	0.00	0.00	2.00	1.50	0.00	0.00	1.50	
17	CN 06:00 - 18:00	12.00	2.00	0.00	0.00	0.00	1.41	0.00	0.00	0.00	34.82
	06:30 - 18:30	10.00	20.00	0.00	0.00	20.00	11.76	0.00	0.00	11.76	
	08:30 - 20:30	12.00	4.00	0.00	0.00	3.00	2.82	0.00	0.00	2.12	
	10:30 - 22:30	12.00	1.00	0.00	0.00	2.00	0.71	0.00	0.00	1.41	
	18:00 - 06:30	12.00	2.00	0.00	0.00	2.00	1.41	0.00	0.00	1.41	
18	CN 06:00 - 18:00	12.00	2.00	0.00	0.00	0.00	1.33	0.00	0.00	0.00	35.33
	06:30 - 18:30	10.00	21.00	0.00	0.00	21.00	11.67	0.00	0.00	11.67	
	08:30 - 20:30	12.00	5.00	0.00	0.00	4.00	3.33	0.00	0.00	2.67	
	10:30 - 22:30	12.00	1.00	0.00	0.00	2.00	0.67	0.00	0.00	1.33	
	18:00 - 06:30	12.00	2.00	0.00	0.00	2.00	1.33	0.00	0.00	1.33	

19	CN 06:00 - 18:00	12.00	2.00	0.00	0.00	0.00	1.26	0.00	0.00	0.00	34.53
	06:30 - 18:30	10.00	22.00	0.00	0.00	22.00	11.58	0.00	0.00	11.58	
	08:30 - 20:30	12.00	5.00	0.00	0.00	4.00	3.16	0.00	0.00	2.53	
	10:30 - 22:30	12.00	1.00	0.00	0.00	2.00	0.63	0.00	0.00	1.26	
	18:00 - 06:30	12.00	2.00	0.00	0.00	2.00	1.26	0.00	0.00	1.26	
20	CN 06:00 - 18:00	12.00	2.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	34.30
	06:30 - 18:30	10.00	24.00	0.00	0.00	23.00	12.00	0.00	0.00	11.50	
	08:30 - 20:30	12.00	5.00	0.00	0.00	4.00	3.00	0.00	0.00	2.40	
	10:30 - 22:30	12.00	1.00	0.00	0.00	2.00	0.60	0.00	0.00	1.20	
	18:00 - 06:30	12.00	2.00	0.00	0.00	2.00	1.20	0.00	0.00	1.20	



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Unit Information

Main OR Weekday - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
OR Assistants	x	x	x	x
Radiology	x			

Unit Information

Main OR Weekday - Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

Focus on overall operating rooms running for Monday through Friday. We have to staff the room if there is one case or 10 cases with the same staff members.

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

Our CVOR staff are all nursing staff. They have two nurses per OR plus one float to support each CVOR.

- ☒ Skill mix:

Description:

During the first year everyone is crosstrained to all service lines as this is an expectation to cover call. After one year, our staff can join a specialty team, they are still expected to maintain competency to support all cases that can present as a case that occurs when they work weekends or on call.

☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

☐ **Other:**

Description:

N/A



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Seattle OR - Weekends					
Unit/ Clinic Type:	Surgery					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Saturday	Day CN (06:00 - 18:00)	12.00	1	0	0	0
	Day RN (06:30 - 18:30)	12.00	1	0	0	2
	Night CN (18:00 - 06:00)	12.00	1	0	0	0
	Night RN (18:30 - 06:30)	12.00	1	0	0	2
Sunday	Day CN (06:00 - 18:00)	12.00	1	0	0	0
	Day RN (06:30 - 18:30)	12.00	1	0	0	2
	Night CN (18:00 - 06:00)	12.00	1	0	0	0
	Night RN (18:30 - 06:30)	12.00	1	0	0	2



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Unit Information

Main OR - Weekend - Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
OR Aids	X	X	X	X
Radiology	X	X	X	X

Unit Information

Main OR - Weekend - Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☐ Activity such as patient admissions, discharges, and transfers.

Description:

N/A

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

We have two teams (one RN and one Surgical Technologist) scheduled for add-on cases on the weekend.

- ☒ Skill mix:

Description:

Our weekend staff are trained to handle cases from multiple services. Cardiac and solid organ transplant cases are covered by on-call teams.

☒ **Level of experience of nursing and patient care staff:**

Description:

All RNs hired must have either perioperative experience or complete Periop 101 through AORN.

☒ **Need for specialized or intensive equipment:**

Description:

In perioperative, service equipment is specialized to support patient care.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Our staff support multiple sites of care within the hospital.

☐ **Other:**

Description:

N/A





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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Main PACU - PH I									
Unit/ Clinic Type:		Perianesthesia Care Unit- PH I									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA 98105									
Average Daily Census:		N/A	Maximum # of Beds:				24				
Effective as of:		7/1/2025									
# of Rooms											
# of Rooms	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
0	Day/Eve	10.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	40.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	
1	Day/Eve	10.00	2.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	40.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	
2	Day/Eve	10.00	3.00	0.00	0.00	0.00	15.00	0.00	0.00	0.00	25.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	
3	Day/Eve	10.00	4.00	0.00	0.00	0.00	13.33	0.00	0.00	0.00	20.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	6.67	0.00	0.00	0.00	
4	Day/Eve	10.00	5.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	17.50
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	
5	Day/Eve	10.00	6.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	16.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	
	Day/Eve	10.00	7.00	0.00	0.00	0.00	11.67	0.00	0.00	0.00	

6	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15.00
	Night	10.00	2.00	0.00	0.00	0.00	3.33	0.00	0.00	
7	Day/Eve	10.00	8.00	0.00	0.00	0.00	11.43	0.00	0.00	14.29
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	2.86	0.00	0.00	
8	Day/Eve	10.00	9.00	0.00	0.00	0.00	11.25	0.00	0.00	13.75
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	2.50	0.00	0.00	
9	Day/Eve	10.00	10.00	0.00	0.00	0.00	11.11	0.00	0.00	13.33
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	2.22	0.00	0.00	
10	Day/Eve	12.00	11.00	0.00	0.00	0.00	13.20	0.00	0.00	18.60
	Day/Eve	10.00	2.00	0.00	0.00	0.00	2.00	0.00	0.00	
	Evening	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	
	Night	12.00	1.00	0.00	0.00	0.00	1.20	0.00	0.00	
	Night	10.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	
11	Day/Eve	10.00	12.00	0.00	0.00	0.00	10.91	0.00	0.00	12.73
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.82	0.00	0.00	
12	Day/Eve	10.00	13.00	0.00	0.00	0.00	10.83	0.00	0.00	12.50
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.67	0.00	0.00	
13	Day/Eve	10.00	14.00	0.00	0.00	0.00	10.77	0.00	0.00	12.31
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.54	0.00	0.00	
14	Day/Eve	10.00	15.00	0.00	0.00	0.00	10.71	0.00	0.00	12.14
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.43	0.00	0.00	
15	Day/Eve	10.00	16.00	0.00	0.00	0.00	10.67	0.00	0.00	12.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.33	0.00	0.00	
16	Day/Eve	10.00	17.00	0.00	0.00	0.00	10.63	0.00	0.00	11.88
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.25	0.00	0.00	
17	Day/Eve	10.00	18.00	0.00	0.00	0.00	10.59	0.00	0.00	11.76
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.18	0.00	0.00	
18	Day/Eve	10.00	19.00	0.00	0.00	0.00	10.56	0.00	0.00	11.67
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.11	0.00	0.00	
19	Day/Eve	10.00	20.00	0.00	0.00	0.00	10.53	0.00	0.00	11.58
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.05	0.00	0.00	
20	Day/Eve	10.00	21.00	0.00	0.00	0.00	10.50	0.00	0.00	11.50
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.00	0.00	0.00	

21	Day/Eve	10.00	22.00	0.00	0.00	0.00	10.48	0.00	0.00	0.00	11.43
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.95	0.00	0.00	0.00	
22	Day/Eve	10.00	23.00	0.00	0.00	0.00	10.45	0.00	0.00	0.00	11.36
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.91	0.00	0.00	0.00	
23	Day/Eve	10.00	24.00	0.00	0.00	0.00	10.43	0.00	0.00	0.00	11.30
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.87	0.00	0.00	0.00	
24	Day/Eve	10.00	24.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	10.83
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.83	0.00	0.00	0.00	



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Unit Information

Main PACU PH I - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend

Unit Information

Main PACU PH I - Factors Considered in Development of Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

1. PACU is responsible for staffing SCH Mobile Anesthesia Sedation Team (MAST). MAST completes between 0 to 6 cases per day. The hours of MAST are 0730-1700. For shifts that scheduled between 0 to 2 cases MAST is staffed with 1 RN. For shifts that have more than 2 cases scheduled, 2 RNs are required. For times of the shift that the MAST team are not doing patient care, a PACU mitigation plan for short staffing is to pull MAST RNs to support PACU operational demand.
2. Rooms included FB5 PACU, FB6 PACU, FB5 Induction Room
3. PPC-
4. Day: 0530, 0600, 0630, 0700, 0800, Evening: 0900, 1100, 1300, 1500, Night: 1800, 1900, 2100
5. Shift Lengths provided are minimums other shorter length shifts may be utilized for staff pending unit ability to support.
6. CNAs are used to support patient flow and transport, it is within RN scope to support CNA role as needed for CNA vacancies.
7. Obligatory call scheduled for unknown needs from M-F 0300-0700 and Sat-Sun 1900-2300, 2300-0300, 0300-0700.
8. PACU staffs to demand for urgent after hour cases with minimal RN coverage overnight. Day/Eve and Eve staff stagger shift end times to accommodate decreased volume.

-
- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

RN to patient ratios will be maintained per ASPAN standards and adjusted per acuity. This staffing plan assumes minimum RN to patient ratios.

- ☐ **Skill mix:**

Description:

N/A

- ☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

- ☐ **Need for specialized or intensive equipment:**

Description:

N/A

- ☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

- ☐ **Other:**

Description:

N/A



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Main PACU - PH II									
Unit/ Clinic Type:		Perianesthesia Care Unit- PH II									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA 98105									
Average Daily Census:		N/A	Maximum # of Beds:				34				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
0	Day/Eve	10.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	40.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	
1	Day/Eve	10.00	2.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	40.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	
2	Day/Eve	10.00	2.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	20.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	
3	Day/Eve	10.00	2.00	0.00	0.00	0.00	6.67	0.00	0.00	0.00	13.33
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	6.67	0.00	0.00	0.00	
4	Day/Eve	10.00	2.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	10.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	
5	Day/Eve	10.00	2.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	8.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	
	Day/Eve	10.00	2.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	

6	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.67
	Night	10.00	2.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	
7	Day/Eve	10.00	3.00	0.00	0.00	0.00	4.29	0.00	0.00	0.00	7.14
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	2.86	0.00	0.00	0.00	
8	Day/Eve	10.00	3.00	0.00	0.00	0.00	3.75	0.00	0.00	0.00	6.25
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	2.50	0.00	0.00	0.00	
9	Day/Eve	10.00	3.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	5.56
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	2.22	0.00	0.00	0.00	
10	Day/Eve	10.00	4.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	6.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
11	Day/Eve	10.00	4.00	0.00	0.00	0.00	3.64	0.00	0.00	0.00	5.45
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.82	0.00	0.00	0.00	
12	Day/Eve	10.00	4.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	5.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.67	0.00	0.00	0.00	
13	Day/Eve	10.00	5.00	0.00	0.00	0.00	3.85	0.00	0.00	0.00	5.38
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.54	0.00	0.00	0.00	
14	Day/Eve	10.00	5.00	0.00	0.00	0.00	3.57	0.00	0.00	0.00	5.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.43	0.00	0.00	0.00	
15	Day/Eve	10.00	5.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	4.67
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.33	0.00	0.00	0.00	
16	Day/Eve	10.00	6.00	0.00	0.00	0.00	3.75	0.00	0.00	0.00	5.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.25	0.00	0.00	0.00	
17	Day/Eve	10.00	6.00	0.00	0.00	0.00	3.53	0.00	0.00	0.00	4.71
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.18	0.00	0.00	0.00	
18	Day/Eve	10.00	6.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	4.44
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.11	0.00	0.00	0.00	
19	Day/Eve	10.00	7.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	4.74
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.05	0.00	0.00	0.00	
20	Day/Eve	10.00	7.00	0.00	0.00	0.00	3.50	0.00	0.00	0.00	4.50
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	
21	Day/Eve	10.00	7.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	4.29
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

	Night	10.00	2.00	0.00	0.00	0.00	0.95	0.00	0.00	0.00	
22	Day/Eve	10.00	8.00	0.00	0.00	0.00	3.64	0.00	0.00	0.00	4.55
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.91	0.00	0.00	0.00	
23	Day/Eve	10.00	8.00	0.00	0.00	0.00	3.48	0.00	0.00	0.00	4.35
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.87	0.00	0.00	0.00	
24	Day/Eve	10.00	8.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	4.17
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.83	0.00	0.00	0.00	
25	Day/Eve	10.00	9.00	0.00	0.00	0.00	3.60	0.00	0.00	0.00	4.40
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	
26	Day/Eve	10.00	9.00	0.00	0.00	0.00	3.46	0.00	0.00	0.00	4.23
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.77	0.00	0.00	0.00	
27	Day/Eve	10.00	9.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	4.07
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.74	0.00	0.00	0.00	
28	Day/Eve	10.00	10.00	0.00	0.00	0.00	3.57	0.00	0.00	0.00	4.29
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	
29	Day/Eve	10.00	10.00	0.00	0.00	0.00	3.45	0.00	0.00	0.00	4.14
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.69	0.00	0.00	0.00	
30	Day/Eve	10.00	10.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	4.00
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	
31	Day/Eve	10.00	11.00	0.00	0.00	0.00	3.55	0.00	0.00	0.00	4.19
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.65	0.00	0.00	0.00	
32	Day/Eve	10.00	11.00	0.00	0.00	0.00	3.44	0.00	0.00	0.00	4.06
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	
33	Day/Eve	10.00	11.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	3.94
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.61	0.00	0.00	0.00	
34	Day/Eve	10.00	12.00	0.00	0.00	0.00	3.53	0.00	0.00	0.00	4.12
	Evening	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Night	10.00	2.00	0.00	0.00	0.00	0.59	0.00	0.00	0.00	



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Unit Information

Main PACU PH II - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend

Unit Information

Main PACU PH II - Factors Considered in Development of Unit Staffing Plan (Check all that apply):
--

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

1. PACU is responsible for staffing SCH Mobile Anesthesia Sedation Team (MAST). MAST completes between 0 to 6 cases per day. The hours of MAST are 0730-1700. For shifts that scheduled between 0 to 2 cases MAST is staffed with 1 RN. For shifts that have more than 2 cases scheduled, 2 RNs are required. For times of the shift that the MAST team are not doing patient care, a PACU mitigation plan for short staffing is to pull MAST RNs to support PACU operational demand.
2. Rooms included FB5 PACU, FB6 PACU, FB5 Induction Room
3. PPC-
4. Day: 0530, 0600, 0630, 0700, 0800, Evening: 0900, 1100, 1300, 1500, Night: 1800, 1900, 2100
5. Shift Lengths provided are minimums other shorter length shifts may be utilized for staff pending unit ability to support.
6. CNAs are used to support patient flow and transport, it is within RN scope to support CNA role as needed for CNA vacancies.
7. Obligatory call scheduled for unknown needs from M-F 0300-0700 and Sat-Sun 1900-2300, 2300-0300, 0300-0700.
8. PACU staffs to demand for urgent after hour cases with minimal RN coverage overnight. Day/Eve and Eve staff stagger shift end times to accommodate decreased volume.

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

Staffing is based on patient acuity, census, patient flow processes, availability of support resources, and physical facility. CNAs used to support flow and efficiency. RNs used to staff patient volumes per ASPA standards

- ☐ **Skill mix:**

Description:

N/A

- ☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

- ☐ **Need for specialized or intensive equipment:**

Description:

N/A

- ☐ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

N/A

- ☐ **Other:**

Description:

N/A



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Pre-Anesthesia Coordination					
Unit/ Clinic Type:	Perioperative Services					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA 98105					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day (08:00 - 16:00)	8.00	2	0	2	0
	Day (07:00 - 19:00)	12.00	1	0	0	0
	Day (08:00 - 18:00)	10.00	3	0	0	0
Tuesday	Day (08:00 - 16:00)	8.00	2	0	2	0
	Day (07:00 - 19:00)	12.00	1	0	0	0
	Day (08:00 - 18:00)	10.00	3	0	0	0
Wednesday	Day (08:00 - 16:00)	8.00	2	0	2	0
	Day (07:00 - 19:00)	12.00	1	0	0	0
	Day (08:00 - 18:00)	10.00	3	0	0	0
Thursday	Day (08:00 - 16:00)	8.00	2	0	2	0
	Day (07:00 - 19:00)	12.00	1	0	0	0
	Day (08:00 - 18:00)	10.00	3	0	0	0
Friday	Day (08:00 - 16:00)	8.00	2	0	2	0
	Day (07:00 - 19:00)	12.00	1	0	0	0
	Day (08:00 - 18:00)	10.00	3	0	0	0
Saturday	Closed	0	0	0	0	0
Sunday	Closed	0	0	0	0	0



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Unit Information

Pre-Anesthesia Coordination - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Art Therapist	x			
Behavioral Support Team	x	x	x	x
Care Coordinator	x			x
Child Life Therapist	x			
Clinical Development Nurse (varies by department)			x	x
Code Blue Team (Main Campus)	x	x	x	x
Cultural Navigator	x			
Discharge RN (Medical and Surgical Units only)	x			
Gaming Specialist	x			
Interpreter Services	x	x	x	x
Lactation Consultant	x			x
Medical Evaluation Team (MET)	x	x	x	x
Mental Health Examiner/Therapist	x	x	x	x
Mobile Anesthesia & Sedation Team (inpatient only)	x			
Music Therapist	x			
Occupational Therapist	x			
Patient Watch	x	x	x	x
Patient, Family and Workforce Support Team	x			x
Phlebotomist	x	x	x	x
Physical Therapist	x			
Play Specialist (Inpatient only)	x			
Respiratory Therapist	x			
Social Work	x	x	x	x
Speech and Language Pathologist	x			
Spiritual Care	x	x	x	x
Teacher/School Room (Inpatient only)	x			
Unit Coordinator	x	x	x	x
Vascular Access Service (VAS) (Main Campus)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

**Pre-Anesthesia Coordination -
Factors Considered in Development of Unit Staffing Plan (Check all that apply):**

- ☐ **Activity such as patient admissions, discharges, and transfers.**

Description:

N/A

- ☒ **Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:**

Description:

MA's and CNAs are scheduled to work interchangeably in this department under the same job description. RN will cover the work for MA and/or LPN sick calls if no replacement coverage available. RN will cover the work for PSC sick calls if no replacement coverage is available.

- ☐ **Skill mix:**

Description:

N/A

- ☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

☒ **Need for specialized or intensive equipment:**

Description:

Patients receiving MIBG therapy will be in a room designed specifically for this purpose and the RN caring for the patient will have specialized training in radiation safety practices. Inpatient CBDC is the only unit that cares for radioactive patients.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Unit is divided between two 16 bed-wings on FA.7 and one 16 bed-wing on FA.8. Each care area (3) has a treatment room for patient overflow and/or invasive procedures, two Omnicells for medication storage, a supply room, and two medication prep stations. Due to this split geography, a component of our staffing plan is to always staff any open wing with at least two nurses and, if a wing only has two nurses, to have another nurse provide meal and rest breaks, so as to always have two nurses available in emergency situations.

☒ **Other:**

Description:

All CBDC RNs and Charge RNs have Chemotherapy/Biotherapy certification in order to administer chemotherapy. They are also required to have CITI/GCP certification to care for patients on research protocols.



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Apheresis Services									
Unit/ Clinic Type:		Inpatient/Outpatient									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		2	Maximum # of Beds:				3 procedures per day				
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
0	Day	12.00	1.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	12.00
1	Day	12.00	2.00	0.00	0.00	0.00	24.00	0.00	0.00	0.00	24.00
2	Day	12.00	2.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	12.00
3	Day	12.00	3.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	12.00
4	Day	12.00	3.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	9.00



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Unit Information

Apheresis Services - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	x	x	x	x
Child Life Therapist	x			
Code Blue Team (Main Campus)	x	x	x	x
Interpreter (SCH Staff)	x	x	x	x
Medical Evaluation Team (MET) (Main Campus)	x	x	x	x
Mental Health Therapist (PHP)	x			
Patient Support Coordinator	x			
Phlebotomist	x	x	x	x
Registration Coordinator	x	x		x
Respiratory Therapist	x			
Social Work	x	x	x	x
Vascular Access Service (VAS) (Main Campus Infusion)	x	x	x	x
Wound Care Team (Main Campus)	x			

Unit Information

Apheresis Services - Factors Considered in the Development of the Unit Staffing Plan

(Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In Apheresis, the number of procedures scheduled per day is considered. Additionally, complex patient care coordination, operational and regulatory requirements are factored into nursing standard work.

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana,

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

Apheresis Services is mobile, performs different types of procedures (inpatient and outpatient) that vary in the length of time, patient acuity, and hospital service location.

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters,

☒ **Skill mix:**

Description:

Apheresis nurses are assigned to procedures based on nurse competencies and final sign off to perform procedures.

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☒ **Need for specialized or intensive equipment:**

Description:

In Apheresis, nursing is trained to perform procedures on complex machines that are only operated by apheresis RNs.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Apheresis is a mobile service. Room set-up done by staff includes machine prep,

priming, obtaining medications/fluids, making the patient's bed. An apheresis staff must stay with the patient throughout the procedure to uphold regulatory requirements.

☒ **Other:**

Description:

Apheresis complies with FACT standards and performs multiple checks during the procedure, including machine, medication, and form sign-off, which must be completed by at least two Apheresis RNs.

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Critical Care Transport					
Unit/ Clinic Type:	Ground and Air Transport					
Unit/ Clinic Address:	4800 Sand Point Way NE, Seattle, WA					
Effective as of:	7/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs
Monday	Day	12	1	0	0	1
	Night	12	1	0	0	1
Tuesday	Day	12	1	0	0	1
	Night	12	1	0	0	1
Wednesday	Day	12	1	0	0	1
	Night	12	1	0	0	1
Thursday	Day	12	1	0	0	1
	Night	12	1	0	0	1
Friday	Day	12	1	0	0	1
	Night	12	1	0	0	1
Saturday	Day	12	1	0	0	1
	Night	12	1	0	0	1
Sunday	Day	12	1	0	0	1
	Night	12	1	0	0	1



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Unit Information

Critical Care Transport - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X	X	X	X
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Critical Care Transport - Factors Considered in the Development of the Unit Staffing Plan

(Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

Critical Care Transport provides services for hospital-to-hospital transport.

- ☐ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

N/A

☒ **Skill mix:**

Description:

For Critical Care Transport, the UAP in this staffing plan indicates the requirement for a Respiratory Therapist as a core team member.

☐ **Level of experience of nursing and patient care staff:**

Description:

N/A

☐ **Need for specialized or intensive equipment:**

Description:

N/A

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

Critical Care Transport provides services for hospital-to-hospital transport.

☐

Other:

Description:

N/A



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it

Unit/ Clinic Name:		Dialysis Services									
Unit/ Clinic Type:		Outpatient									
Unit/ Clinic Address:		4800 Sand Point Way NE, Seattle, WA, 98105									
Average Daily Census:		8	Maximum # of Beds:					10			
Effective as of:		7/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RNs	Min # of LPNs	Min # of CNAs	Min # of UAPs	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	Day	12.00	1.00	0.00	0.00	1.00	6.00	0.00	0.00	6.00	12.00
2	Day	12.00	1.00	0.00	0.00	1.00	6.00	0.00	0.00	6.00	12.00
3	Day	12.00	2.00	0.00	0.00	1.00	8.00	0.00	0.00	4.00	12.00
4	Day	12.00	2.00	0.00	0.00	1.00	6.00	0.00	0.00	3.00	9.00
5	Day	12.00	3.00	0.00	0.00	2.00	7.20	0.00	0.00	4.80	12.00
6	Day	12.00	3.00	0.00	0.00	2.00	6.00	0.00	0.00	4.00	10.00
7	Day	12.00	3.00	0.00	0.00	2.00	5.14	0.00	0.00	3.43	8.57
8	Day	12.00	4.00	0.00	0.00	3.00	6.00	0.00	0.00	4.50	10.50
9	Day	12.00	5.00	0.00	0.00	3.00	6.67	0.00	0.00	4.00	10.67
10	Day	12.00	5.00	0.00	0.00	3.00	6.00	0.00	0.00	3.60	9.60



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Unit Information

Dialysis Services - Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Behavioral Support Team (Main Campus)	X	X	X	X
Child Life Therapist	X			
Code Blue Team (Main Campus)	X	X	X	X
Interpreter (SCH Staff)	X	X	X	X
Medical Evaluation Team (MET) (Main Campus)	X	X	X	X
Mental Health Therapist (PHP)	X			
Patient Support Coordinator	X			
Phlebotomist	X	X	X	X
Registration Coordinator	X	X		X
Respiratory Therapist	X			
Social Work	X	X	X	X
Vascular Access Service (VAS) (Main Campus Infusion)	X	X	X	X
Wound Care Team (Main Campus)	X			

Unit Information

Dialysis Services - Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- ☒ Activity such as patient admissions, discharges, and transfers.

Description:

In the Ambulatory Division, patients are seen both in person and via telehealth. Many of our providers are one of only a few, or even the only, pediatric providers for their particular specialty in the WAMI region (Washington, Alaska, Montana, Idaho).

- ☒ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift:

Description:

Outpatient Dialysis Unit performs hemodialysis. Staffing plan changes with acuity.

In the Ambulatory Division, the nursing staff are responsible for a variety of patient care tasks including management of back-office work (e.g., phone and MyChart communication with patients, care coordination, prior authorizations, school letters, and care plans), as well as supporting providers during clinic visits and procedures.

☒ **Skill mix:**

Description:

For Dialysis Services, RN will be paired with a Dialysis Tech for younger patients.

In the Ambulatory Division, clinics utilize RNs, MA, CNAs, and Patient Service Coordinators (PSCs, an unlicensed support role), as well as providers (MDs, APPs) and other non-nursing staff to support the care of our patients. This blend of disciplines and scopes of practice ideally allows us to safely and efficiently address the variety of patient care needs in the Ambulatory Division.

☒ **Level of experience of nursing and patient care staff:**

Description:

In the Ambulatory Division, many of our nurses have experience working inpatient, however we do also hire new graduate nurses. Nurses receive orientation that includes both didactic and precepted learning opportunities. We also have a MA apprenticeship program.

☒ **Need for specialized or intensive equipment:**

Description:

Dialysis Services utilizes dialysis machines and associated equipment.

☒ **Architecture and geography of the unit, such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.**

Description:

In Dialysis Services, RNs taking care of two patients should be able to maintain a line of sight between both patients.

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☒ **Other:**

Description:

in Dialysis Services, if only one RN is assigned for a shift, a second RN must be available in-house to co-sign the medications.

In the Ambulatory Division as a whole, nurses in the Transplant Clinics, Endocrine Clinics, and Interventional Radiology are required to take obligatory call for the purposes of urgent patient care, education, or care coordination needs. These plans reflect an average day or week in the Ambulatory Division at Seattle Children's Hospital. There are days when it may be acceptable to drop below these minimums due to an unusually low nursing workload. Examples of this include days directly around a holiday, and times when there is a specialty conference or educational opportunity that most or all of the providers attend that result in decreased clinic visits.