

COVER PAGE

The following is the comprehensive hospital staffing
plan for Providence St. Mary Medical Center submitted to
the Washington State Department of Health in
accordance with [Revised Code of Washington](#)
[70.41.420](#) for the year 2025 .

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Hospital Staffing Form

Attestation

Date: 12/26/25

I, the undersigned with responsibility for Providence St. Mary Medical Cent attest that the attached hospital staffing plan and matrix are in accordance with RCW 70.41.420 for 2025 , and includes all units covered under our hospital license under RCW 70.41.

As approved by: Reza Kaleel

A handwritten signature in black ink, appearing to read "Reza Kaleel".

Hospital Information

Name of Hospital: Providence St. Mary Medical Center		
Hospital License #: HAC.FS.000000050		
Hospital Street Address: 401 W. Poplar St.		
City/Town: Walla Walla	State: WA	Zip code: 99362
Is this hospital license affiliated with more than one location?		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If "Yes" was selected, please provide the location name and address		Chase Medical Complex 380 Chase Ave Walla Walla, WA 99362
Review Type:	<input checked="" type="checkbox"/> Annual	Review Date: 12/26/24
	<input type="checkbox"/> Update	Next Review Date: 6/1/25
Effective Date: 1/1/25		
Date Approved: 9/25/24		

Hospital Information Continued (Optional)

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:

United Food and Commercial Workers 3000 Employment Agreement (2022-2025)



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

Description:

Engrossed Second Substitute Senate Bill 5236



Hospital finances and resources

Description:

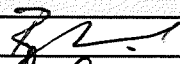
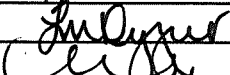
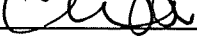


Other

Description:

Average daily census and acuity, staff skill mix and level of experience, the need for specialized equipment, the geography of the patient care unit, and availability of other personnel and patient care staff supporting nursing services.

Signature

CEO & Co-chairs Name:	Signature:	Date:
Reza Kaleel, Chief Executive		1/9/2025
Louise Dyjur, Chief Nursing Officer, Co-chair		1/8/2025
Caitlyn Ives, RN, Co-chair		1/8/25

Total Votes	
# of Approvals	# of Denials
14	

Access unit staffing matrices here.

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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 Infusion					
Unit/ Clinic Type:	Hospital					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA 99362					
Effective as of:	1/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (8:00am- 4:30pm)	8	3		1	
	Day (8:00am- 6:30pm)	10	1		0	
Tuesday	Day (8:00am- 4:30pm)	8	3		1	
	Day (8:00am- 6:30pm)	10	1		0	
Wednesday	Day (8:00am- 4:30pm)	8	3		1	
	Day (8:00am- 6:30pm)	10	1		0	

Thursday	Day (8:00am- 4:30pm)	8	3		1	
	Day (8:00am- 6:30pm)	10	1		0	
Friday	Day (8:00am- 4:30pm)	8	3		1	
Saturday	Day (8:00am- 4:30pm)	8	1		0	
Sunday	Day (8:00am- 4:30pm)	8	1		0	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case Manager/Discharge Planner	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Patient Care Coordinator	X			
Patient Scheduler	X			
Therapies	X			
Lab	X			
Security	X			

Unit Information

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

☐

Activity such as patient admissions, discharges, and transfers

☐

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

☐

Skill mix

☐ Level of experience of nursing and patient care staff

☐ Need for specialized or intensive equipment

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

☒ Other

Outpatient Infusion Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Even, Night, and Weekend shifts and who have potential patient impact/contact.



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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:	Cancer Center					
Unit/ Clinic Type:	HUD					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA 99362					
Effective as of:	1/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (7:00am-3:30pm)	8	6		1	
	Day (8:00am- 4:30pm)	8	6		1	
Tuesday	Day (7:00am-3:30pm)	8	6		1	
	Day (8:00am- 4:30pm)	8	6		1	
Wednesday	Day (7:00am-3:30pm)	8	6		1	
	Day (8:00am- 4:30pm)	8	6		1	

Thursday	Day (7:00am-3:30pm)	8	6		1	
	Day (8:00am- 4:30pm)	8	6		1	
Friday	Day (7:00am-12:00pm)	5	3		1	
	Day (8:00am- 1:00pm)	5	3		0	
	Day (8:00am- 2:30pm)	6	1		1	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case Manager/Discharge Planner	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Patient Care Coordinator	X			
Patient Scheduler	X			
Radiation Therapist	X			
RN Navigator	X			
Therapies	X			
Lab	X			
Security	X			

Unit Information

Factors Considered in the Development of the Unit Staffing Plan

(Check all that apply):

(Check all that apply):

☐ Activity such as patient admissions, discharges, and transfers

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

☐ Skill mix

☐ Level of experience of nursing and patient care staff

☐ Need for specialized or intensive equipment

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

☒ Other

Cancer Center Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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:		WA PSMMC SURG GENERAL WALLA WALLA 2ND FL SURG CTR									
Unit/ Clinic Type:		OPERATING ROOM - INTRAOP									
Unit/ Clinic Address:		401 W POPLAR STREET, WALLA WALLA, WA 99362									
Average Daily Census:		N/A				Maximum # of Beds:			N/A		
Effective as of:		1/1/2025									
# of Rooms											
# of Rooms	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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	2	0	0	1	16.00	0.00	0.00	8.00	44.00
	0700-1930	12	0	0	0	1	0.00	0.00	0.00	12.00	
	1100-1930	8	1	0	0	0	8.00	0.00	0.00	0.00	
2	0700-1530	8	2	0	0	1	8.00	0.00	0.00	4.00	34.00
	0700-1930	12	1	0	0	2	6.00	0.00	0.00	12.00	
	1100-1930	8	1	0	0	0	4.00	0.00	0.00	0.00	

3	0700-1530	8	2	0	0	2	5.33	0.00	0.00	5.33	25.33
	0700-1930	12	1	0	0	2	4.00	0.00	0.00	8.00	
	1100-1930	8	1	0	0	0	2.67	0.00	0.00	0.00	
4	0700-1530	8	3	0	0	2	6.00	0.00	0.00	4.00	21.00
	0700-1930	12	1	0	0	2	3.00	0.00	0.00	6.00	
	1100-1930	8	1	0	0	0	2.00	0.00	0.00	0.00	
5	0700-1530	8	3	0	0	3	4.80	0.00	0.00	4.80	20.80
	0700-1930	12	2	0	0	2	4.80	0.00	0.00	4.80	
	1100-1930	8	1	0	0	0	1.60	0.00	0.00	0.00	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Anesthesia Technologist	X	X		
Case Manager/Discharge Planner	X			
Clerical Assistant	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Operating Room Assistant	X	X		
Therapies	X			
Sterile Processing Technician	X	X		

Unit Information

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

☐ Activity such as patient admissions, discharges, and transfers

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

☐ Skill mix

☒ Level of experience of nursing and patient care staff

This volume-based matrix includes the charge nurse.

☐ Need for specialized or intensive equipment

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

☐ Other

OR Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.





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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 Cath Lab					
Unit/ Clinic Type:	Procedural Care					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA					
Effective as of:	1/1/2025					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Cardiac Cath Lab	Mon - Fri (0630-1700)	10	2			
	Sat - Sun	0	0			
Diagnostic Imaging	Mon - Fri (0630-1700)	10	1			
	Sat - Sun	0	0			



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Cardiac Cath Tech	X			
Case Manager/Discharge Planner	X			
Clerical Assistant	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Respiratory Therapy	X			
Therapies	X			

Unit Information

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

☐

Activity such as patient admissions, discharges, and transfers

☐

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

☐

Skill mix

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

This matrix includes the charge nurse.

- ☐ Need for specialized or intensive equipment

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

☒ Other

Cath Lab Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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 Department					
Unit/ Clinic Address:	401 W Poplar, Walla Walla, WA					
Effective as of:	1/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Sunday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Monday	0700-1930	12	3			3
	0900-2130	12	2			0

	1200-0030	12	1			1
	1900-0730	12	3			2
Tuesday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Wednesday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Thursday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Friday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Saturday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case Manager/Discharge Planner	X			
Chaplain	X			
Charge Nurse	X			
Diagnostic Imaging	X			
Environmental Services	X	X	X	X
Lab	X			
Patient Care Attendants	X			
Respiratory Therapy	X	X	X	X
Receptionist	X			
Security	X	X	X	X
Therapies	X			

Unit Information

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

(Check all that apply):

☐

Activity such as patient admissions, discharges, and transfers

☐

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

☐

Skill mix

--

☒ Level of experience of nursing and patient care staff

The charge nurse is not included in this matrix.
--

☐ Need for specialized or intensive equipment

--

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

--

☒ Other

ED Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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:		ICU/Stepdown/Overflow									
Unit/ Clinic Type:		Mixed Acuity Unit (Average Acuity ICU: 23%, Stepdown: 56%, Overflow: 21%)									
Unit/ Clinic Address:		401 W POPLAR STREET, WALLA WALLA, WA									
Average Daily Census:		9				Maximum # of Beds:			14		
Effective as of:		1/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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	0700-1930	12.00	2.00	0.00	0.00	0.00	24.00	0.00	0.00	0.00	48.00
	1900-0730	12.00	2.00	0.00	0.00	0.00	24.00	0.00	0.00	0.00	
2	0700-1930	12.00	2.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	24.00
	1900-0730	12.00	2.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	
3	0700-1930	12.00	2.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	16.00
	1900-0730	12.00	2.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	

4	0700-1930	12.00	3.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	18.00
	1900-0730	12.00	3.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	
5	0700-1930	12.00	3.00	0.00	0.00	0.00	7.20	0.00	0.00	0.00	14.40
	1900-0730	12.00	3.00	0.00	0.00	0.00	7.20	0.00	0.00	0.00	
6	0700-1930	12.00	3.00	0.00	1.00	0.00	6.00	0.00	2.00	0.00	16.00
	1900-0730	12.00	3.00	0.00	1.00	0.00	6.00	0.00	2.00	0.00	
7	0700-1930	12.00	3.00	0.00	1.00	0.00	5.14	0.00	1.71	0.00	13.70
	1900-0730	12.00	3.00	0.00	1.00	0.00	5.14	0.00	1.71	0.00	
8	0700-1930	12.00	4.00	0.00	1.00	0.00	6.00	0.00	1.50	0.00	15.00
	1900-0730	12.00	4.00	0.00	1.00	0.00	6.00	0.00	1.50	0.00	
9	0700-1930	12.00	4.00	0.00	1.00	0.00	5.33	0.00	1.33	0.00	13.33
	1900-0730	12.00	4.00	0.00	1.00	0.00	5.33	0.00	1.33	0.00	
10	0700-1930	12.00	4.00	0.00	2.00	0.00	4.80	0.00	2.40	0.00	14.40
	1900-0730	12.00	4.00	0.00	2.00	0.00	4.80	0.00	2.40	0.00	
11	0700-1930	12.00	4.00	0.00	2.00	0.00	4.36	0.00	2.18	0.00	13.09
	1900-0730	12.00	4.00	0.00	2.00	0.00	4.36	0.00	2.18	0.00	
12	0700-1930	12.00	4.00	0.00	2.00	0.00	4.00	0.00	2.00	0.00	12.00
	1900-0730	12.00	4.00	0.00	2.00	0.00	4.00	0.00	2.00	0.00	
13	0700-1930	12.00	5.00	0.00	2.00	0.00	4.62	0.00	1.85	0.00	12.92
	1900-0730	12.00	5.00	0.00	2.00	0.00	4.62	0.00	1.85	0.00	
14	0700-1930	12.00	5.00	0.00	2.00	0.00	4.29	0.00	1.71	0.00	12.00
	1900-0730	12.00	5.00	0.00	2.00	0.00	4.29	0.00	1.71	0.00	

Census Acuity Definitions:	
1=1 stepdown	8=4 stepdown, 2 ICU, 2 overflow
2=2 stepdown	9 = 5 stepdown, 2 ICU, 2 overflow
3=2 stepdown, 1 ICU	10 = 6 stepdown, 2 ICU, 2 overflow
4=2 stepdown, 1 ICU, 1 overflow	11= 6 stepdown, 3 ICU, 2 overflow
5=3 stepdown, 1 ICU, 1 overflow	12 = 7 stepdown, 3 ICU, 2 overflow
6=3 stepdown, 2 ICU, 1 overflow	13 = 7 stepdown, 3 ICU, 3 overflow
7=4 stepdown, 2 ICU, 1 overflow	14 = 8 stepdown, 3 ICU, 3 overflow



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Chaplain	X			
Charge Nurse	X			
Diagnostic Imaging	X			
Environmental Services	X	X	X	X
Lab	X			
Patient Care Attendants	X			
Respiratory Therapy	X	X	X	X
Case Management	X			
Security	X	X	X	X
Therapies	X			

Unit Information

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

☐ Activity such as patient admissions, discharges, and transfers

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

The average census for this unit is nine patients. The average acuities are 56% stepdown, 23% ICU, and 21% overflow. This would mean that the average census/acuity looks like: five stepdown patients, two ICU patients, and two overflow patients. The staffing matrix was built around these ratios, therefore staffing would adjust based on different levels and ratios of acu

☐ Skill mix

☐ Level of experience of nursing and patient care staff

☐ Need for specialized or intensive equipment

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

☒ Other

Mixed Acuity Unit (ICU) Unit Info. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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:	Cardiopulmonary Rehab					
Unit/ Clinic Type:	Outpatient Cardiopulmonary Rehab					
Unit/ Clinic Address:	401 W. Poplar St., Walla Walla, WA					
Effective as of:	1/1/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day	8	1			
Tuesday	Day	8	1			
Wednesday	Day	8	1			
Thursday	Day	8	1			
Friday	Day	8	1			



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Exercise Physiologist	X			
Respiratory Therapist	X			
Receptionist	X			
Security	X			
Environmental Services	X			

Unit Information

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

☐ Activity such as patient admissions, discharges, and transfers

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

☐ Skill mix

☒ Level of experience of nursing and patient care staff

The charge nurse is included in this matrix.

☐ Need for specialized or intensive equipment

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

☒ Other

Cardiopulmonary Rehab Unit Info. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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:	Surgery and Procedure Center					
Unit/ Clinic Type:	Hospital					
Unit/ Clinic Address:	401 W. Poplar St., Walla Walla, WA					
Effective as of:	1/1/2025					
Hours of the day						
Hour of the day	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
0500	Monday	1	0		1	
	Tuesday	1	0		1	
	Wednesday	1	0		1	
	Thursday	1	0		1	
	Friday	1	0		1	
0600	Monday	1	6		2	

	Tuesday	1	6		2	
	Wednesday	1	7		2	
	Thursday	1	6		2	
	Friday	1	5		2	
0700	Monday	1	7		2	
	Tuesday	1	7		2	
	Wednesday	1	8		2	
	Thursday	1	7		2	
	Friday	1	7		2	
0800	Monday	1	11		3	
	Tuesday	1	13		3	
	Wednesday	1	11		3	
	Thursday	1	11		3	
	Friday	1	9		3	
0900	Monday	1	10		3	
	Tuesday	1	14		3	
	Wednesday	1	12		3	
	Thursday	1	12		3	
	Friday	1	10		3	
1000	Monday	1	11		4	
	Tuesday	1	14		4	
	Wednesday	1	13		4	
	Thursday	1	13		4	
	Friday	1	11		4	
1100	Monday	1	13		4	
	Tuesday	1	18		4	
	Wednesday	1	16		4	
	Thursday	1	16		4	
	Friday	1	13		4	
1200	Monday	1	13		4	
	Tuesday	1	18		4	
	Wednesday	1	16		4	

	Thursday	1	16		4	
	Friday	1	13		4	
1300	Monday	1	13		4	
	Tuesday	1	18		4	
	Wednesday	1	16		4	
	Thursday	1	16		4	
	Friday	1	13		4	
1400	Monday	1	13		3	
	Tuesday	1	18		3	
	Wednesday	1	16		3	
	Thursday	1	16		3	
	Friday	1	13		3	
1500	Monday	1	7		2	
	Tuesday	1	11		2	
	Wednesday	1	10		2	
	Thursday	1	11		2	
	Friday	1	10		2	
1600	Monday	1	6		2	
	Tuesday	1	10		2	
	Wednesday	1	9		2	
	Thursday	1	10		2	
	Friday	1	8		2	
1700	Monday	1	4		1	
	Tuesday	1	8		1	
	Wednesday	1	8		1	
	Thursday	1	7		1	
	Friday	1	7		1	
1800	Monday	1	4		0	
	Tuesday	1	7		0	
	Wednesday	1	7		0	
	Thursday	1	6		0	
	Friday	1	5		0	

1900	Monday	1	3		0	
	Tuesday	1	5		0	
	Wednesday	1	4		0	
	Thursday	1	5		0	
	Friday	1	5		0	
2000	Monday	1	3		0	
	Tuesday	1	5		0	
	Wednesday	1	4		0	
	Thursday	1	5		0	
	Friday	1	5		0	
2100	Monday	1	2		0	
	Tuesday	1	3		0	
	Wednesday	1	4		0	
	Thursday	1	5		0	
	Friday	1	3		0	
2200	Monday	1	2		0	
	Tuesday	1	2		0	
	Wednesday	1	3		0	
	Thursday	1	4		0	
	Friday	1	3		0	
2300	Monday	1	2		0	
	Tuesday	1	2		0	
	Wednesday	1	3		0	
	Thursday	1	4		0	
	Friday	1	3		0	



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Anesthesia Technologist	X	X		
Case Manager/Discharge Planner	X			
Clerical Assistant	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Operating Room Assistant	X	X		
Therapies	X			

Unit Information

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

☐

Activity such as patient admissions, discharges, and transfers

☐

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

☐

Skill mix

☒ Level of experience of nursing and patient care staff

The charge nurse is included in this staffing matrix.

☐ Need for specialized or intensive equipment

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

☒ Other

Surgery and Procedure Center Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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:	Endoscopy					
Unit/ Clinic Type:	Procedural Care					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA					
Effective as of:	1/1/2025					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	Monday 7-3:30	8	2			1
	Tuesday 7-3:30	8	2			1
	Wednesday 7- 3:30	8	2			1
	Thursday 7-3:30	8	2			1
	Friday 7-3:30	8	2			1
2	Monday 7-3:30	8	2			1
	Tuesday 7-3:30	8	2			1
	Wednesday 7- 3:30	8	2			1
	Thursday 7-3:30	8	2			1
	Friday 7-3:30	8	2			1
Reprocessing	Monday 7-3:30	8				1
	Tuesday 7-3:30	8				1
	Wednesday 7- 3:30	8				1
	Thursday 7-3:30	8				1
	Friday 7-3:30	8				1



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Anesthesia Technologist	X	X		
Case Manager/Discharge Planner	X			
Clerical Assistant	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Operating Room Assistant	X	X		
Therapies	X			
Sterile Processing Technician	X	X		

Unit Information

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

☐ Activity such as patient admissions, discharges, and transfers

--

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

--

☐ Skill mix

--

☒ Level of experience of nursing and patient care staff

The charge nurse is included in this staffing matrix.

☐ Need for specialized or intensive equipment

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

☒ Other

Endoscopy Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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 Unit									
Unit/ Clinic Type:		Medical Acute/Pediatric									
Unit/ Clinic Address:		401 W Poplar St., 3rd Floor, Walla Walla, WA									
Average Daily Census:		25					Maximum # of Beds:		32		
Effective as of:		1/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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 (7a-7p)	12	2	0	0	1	4.80	0.00	0.00	2.40	14.40
	Night (7p- 7a)	12	2	0	0	1	4.80	0.00	0.00	2.40	
6	Day (7a-7p)	12	2	0	0	1	4.00	0.00	0.00	2.00	12.00
	Night (7p- 7a)	12	2	0	0	1	4.00	0.00	0.00	2.00	
7	Day (7a-7p)	12	2	0	0	1	3.43	0.00	0.00	1.71	10.29
	Night (7p- 7a)	12	2	0	0	1	3.43	0.00	0.00	1.71	

8	Day (7a-7p)	12	2	0	0	1	3.00	0.00	0.00	1.50	9.00
	Night (7p- 7a)	12	2	0	0	1	3.00	0.00	0.00	1.50	
9	Day (7a-7p)	12	2	0	0	2	2.67	0.00	0.00	2.67	9.33
	Night (7p- 7a)	12	2	0	0	1	2.67	0.00	0.00	1.33	
10	Day (7a-7p)	12	2	0	0	2	2.40	0.00	0.00	2.40	9.60
	Night (7p- 7a)	12	2	0	0	2	2.40	0.00	0.00	2.40	
11	Day (7a-7p)	12	3	0	0	2	3.27	0.00	0.00	2.18	9.82
	Night (7p- 7a)	12	2	0	0	2	2.18	0.00	0.00	2.18	
12	Day (7a-7p)	12	3	0	0	2	3.00	0.00	0.00	2.00	9.00
	Night (7p- 7a)	12	2	0	0	2	2.00	0.00	0.00	2.00	
13	Day (7a-7p)	12	3	0	0	2	2.77	0.00	0.00	1.85	9.23
	Night (7p- 7a)	12	3	0	0	2	2.77	0.00	0.00	1.85	
14	Day (7a-7p)	12	3	0	0	2	2.57	0.00	0.00	1.71	8.57
	Night (7p- 7a)	12	3	0	0	2	2.57	0.00	0.00	1.71	
15	Day (7a-7p)	12	3	0	0	2	2.40	0.00	0.00	1.60	8.00
	Night (7p- 7a)	12	3	0	0	2	2.40	0.00	0.00	1.60	
16	Day (7a-7p)	12	4	0	0	2	3.00	0.00	0.00	1.50	8.25
	Night (7p- 7a)	12	3	0	0	2	2.25	0.00	0.00	1.50	
17	Day (7a-7p)	12	4	0	0	3	2.82	0.00	0.00	2.12	8.47
	Night (7p- 7a)	12	3	0	0	2	2.12	0.00	0.00	1.41	
18	Day (7a-7p)	12	4	0	0	3	2.67	0.00	0.00	2.00	8.00
	Night (7p- 7a)	12	3	0	0	2	2.00	0.00	0.00	1.33	
19	Day (7a-7p)	12	4	0	0	3	2.53	0.00	0.00	1.89	8.84
	Night (7p- 7a)	12	4	0	0	3	2.53	0.00	0.00	1.89	
20	Day (7a-7p)	12	4	0	0	3	2.40	0.00	0.00	1.80	8.40
	Night (7p- 7a)	12	4	0	0	3	2.40	0.00	0.00	1.80	
21	Day (7a-7p)	12	5	0	0	3	2.86	0.00	0.00	1.71	8.57
	Night (7p- 7a)	12	4	0	0	3	2.29	0.00	0.00	1.71	
22	Day (7a-7p)	12	5	0	0	3	2.73	0.00	0.00	1.64	8.18
	Night (7p- 7a)	12	4	0	0	3	2.18	0.00	0.00	1.64	
23	Day (7a-7p)	12	5	0	0	3	2.61	0.00	0.00	1.57	7.83
	Night (7p- 7a)	12	4	0	0	3	2.09	0.00	0.00	1.57	

24	Day (7a-7p)	12	5	0	0	3	2.50	0.00	0.00	1.50	7.50
	Night (7p- 7a)	12	4	0	0	3	2.00	0.00	0.00	1.50	
25	Day (7a-7p)	12	5	0	0	4	2.40	0.00	0.00	1.92	8.16
	Night (7p- 7a)	12	5	0	0	3	2.40	0.00	0.00	1.44	
26	Day (7a-7p)	12	6	0	0	4	2.77	0.00	0.00	1.85	8.31
	Night (7p- 7a)	12	5	0	0	3	2.31	0.00	0.00	1.38	
27	Day (7a-7p)	12	6	0	0	4	2.67	0.00	0.00	1.78	8.00
	Night (7p- 7a)	12	5	0	0	3	2.22	0.00	0.00	1.33	
28	Day (7a-7p)	12	6	0	0	4	2.57	0.00	0.00	1.71	8.14
	Night (7p- 7a)	12	5	0	0	4	2.14	0.00	0.00	1.71	
29	Day (7a-7p)	12	6	0	0	4	2.48	0.00	0.00	1.66	7.86
	Night (7p- 7a)	12	5	0	0	4	2.07	0.00	0.00	1.66	
30	Day (7a-7p)	12	6	0	0	4	2.40	0.00	0.00	1.60	7.60
	Night (7p- 7a)	12	5	0	0	4	2.00	0.00	0.00	1.60	
31	Day (7a-7p)	12	7	0	0	4	2.71	0.00	0.00	1.55	8.13
	Night (7p- 7a)	12	6	0	0	4	2.32	0.00	0.00	1.55	
32	Day (7a-7p)	12	7	0	0	4	2.63	0.00	0.00	1.50	7.88
	Night (7p- 7a)	12	6	0	0	4	2.25	0.00	0.00	1.50	
33	Day (7a-7p)	12	7	0	0	5	2.55	0.00	0.00	1.82	8.00
	Night (7p- 7a)	12	6	0	0	4	2.18	0.00	0.00	1.45	
34	Day (7a-7p)	12	7	0	0	5	2.47	0.00	0.00	1.76	7.76
	Night (7p- 7a)	12	6	0	0	4	2.12	0.00	0.00	1.41	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case Manager/Discharge Planner	X			
Receptionist	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Therapies	X			
Security	X	X	X	X
Respiratory Therapy	X	X	X	X

Unit Information

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

☒ Activity such as patient admissions, discharges, and transfers

Unit would be closed for a census below 5.

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

☐ Skill mix

☒ Level of experience of nursing and patient care staff

The Charge Nurse is included in this matrix.

☐ Need for specialized or intensive equipment

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

☒ Other

Medical Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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 Unit									
Unit/ Clinic Type:		Surgical, CVA, Ortho									
Unit/ Clinic Address:		401 W Poplar St., 4th Floor, Walla Walla, WA									
Average Daily Census:		16				Maximum # of Beds:			22		
Effective as of:		1/2/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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 (7a-7p)	12	2	0	0	1	4.80	0.00	0.00	2.40	14.40
	Night (7p- 7a)	12	2	0	0	1	4.80	0.00	0.00	2.40	
6	Day (7a-7p)	12	2	0	0	1	4.00	0.00	0.00	2.00	12.00
	Night (7p- 7a)	12	2	0	0	1	4.00	0.00	0.00	2.00	
7	Day (7a-7p)	12	2	0	0	1	3.43	0.00	0.00	1.71	10.29
	Night (7p- 7a)	12	2	0	0	1	3.43	0.00	0.00	1.71	

8	Day (7a-7p)	12	2	0	0	1	3.00	0.00	0.00	1.50	9.00
	Night (7p- 7a)	12	2	0	0	1	3.00	0.00	0.00	1.50	
9	Day (7a-7p)	12	2	0	0	2	2.67	0.00	0.00	2.67	9.33
	Night (7p- 7a)	12	2	0	0	1	2.67	0.00	0.00	1.33	
10	Day (7a-7p)	12	2	0	0	2	2.40	0.00	0.00	2.40	9.60
	Night (7p- 7a)	12	2	0	0	2	2.40	0.00	0.00	2.40	
11	Day (7a-7p)	12	3	0	0	2	3.27	0.00	0.00	2.18	9.82
	Night (7p- 7a)	12	2	0	0	2	2.18	0.00	0.00	2.18	
12	Day (7a-7p)	12	3	0	0	2	3.00	0.00	0.00	2.00	9.00
	Night (7p- 7a)	12	2	0	0	2	2.00	0.00	0.00	2.00	
13	Day (7a-7p)	12	3	0	0	2	2.77	0.00	0.00	1.85	9.23
	Night (7p- 7a)	12	3	0	0	2	2.77	0.00	0.00	1.85	
14	Day (7a-7p)	12	3	0	0	2	2.57	0.00	0.00	1.71	8.57
	Night (7p- 7a)	12	3	0	0	2	2.57	0.00	0.00	1.71	
15	Day (7a-7p)	12	3	0	0	2	2.40	0.00	0.00	1.60	8.00
	Night (7p- 7a)	12	3	0	0	2	2.40	0.00	0.00	1.60	
16	Day (7a-7p)	12	4	0	0	2	3.00	0.00	0.00	1.50	8.25
	Night (7p- 7a)	12	3	0	0	2	2.25	0.00	0.00	1.50	
17	Day (7a-7p)	12	4	0	0	3	2.82	0.00	0.00	2.12	8.47
	Night (7p- 7a)	12	3	0	0	2	2.12	0.00	0.00	1.41	
18	Day (7a-7p)	12	4	0	0	3	2.67	0.00	0.00	2.00	8.00
	Night (7p- 7a)	12	3	0	0	2	2.00	0.00	0.00	1.33	
19	Day (7a-7p)	12	4	0	0	3	2.53	0.00	0.00	1.89	8.84
	Night (7p- 7a)	12	4	0	0	3	2.53	0.00	0.00	1.89	
20	Day (7a-7p)	12	4	0	0	3	2.40	0.00	0.00	1.80	8.40
	Night (7p- 7a)	12	4	0	0	3	2.40	0.00	0.00	1.80	
21	Day (7a-7p)	12	5	0	0	3	2.86	0.00	0.00	1.71	8.57
	Night (7p- 7a)	12	4	0	0	3	2.29	0.00	0.00	1.71	
22	Day (7a-7p)	12	5	0	0	3	2.73	0.00	0.00	1.64	8.18
	Night (7p- 7a)	12	4	0	0	3	2.18	0.00	0.00	1.64	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case Manager/Discharge Planner	X			
Receptionist	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Therapies	X			
Security	X	X	X	X
Respiratory Therapy	X	X	X	X

Unit Information

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



Activity such as patient admissions, discharges, and transfers

This unit will be closed for a census below 5.



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



Skill mix

☒ Level of experience of nursing and patient care staff

The charge nurse is included in this matrix.

☐ Need for specialized or intensive equipment

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

☒ Other

Surgical Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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:		Inpatient Rehab									
Unit/ Clinic Type:		Adult IPR									
Unit/ Clinic Address:		401 W Poplar St., 3rd Floor, Walla Walla, WA									
Average Daily Census:		6					Maximum # of Beds:		8		
Effective as of:		1/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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 (7a-7p)	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	Night (7p- 7a)	12	1	0	0	0	12.00	0.00	0.00	0.00	
2	Day (7a-7p)	12	1	0	0	0	6.00	0.00	0.00	0.00	12.00
	Night (7p- 7a)	12	1	0	0	0	6.00	0.00	0.00	0.00	
3	Day (7a-7p)	12	1	0	0	0	4.00	0.00	0.00	0.00	8.00
	Night (7p- 7a)	12	1	0	0	0	4.00	0.00	0.00	0.00	

4	Day (7a-7p)	12	1	0	0	1	3.00	0.00	0.00	3.00	9.00
	Night (7p- 7a)	12	1	0	0	0	3.00	0.00	0.00	0.00	
5	Day (7a-7p)	12	1	0	0	1	2.40	0.00	0.00	2.40	9.60
	Night (7p- 7a)	12	1	0	0	1	2.40	0.00	0.00	2.40	
6	Day (7a-7p)	12	1	0	0	1	2.00	0.00	0.00	2.00	8.00
	Night (7p- 7a)	12	1	0	0	1	2.00	0.00	0.00	2.00	
7	Day (7a-7p)	12	1	0	0	1	1.71	0.00	0.00	1.71	6.86
	Night (7p- 7a)	12	1	0	0	1	1.71	0.00	0.00	1.71	
8	Day (7a-7p)	12	1	0	0	1	1.50	0.00	0.00	1.50	6.00
	Night (7p- 7a)	12	1	0	0	1	1.50	0.00	0.00	1.50	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case Manager/Discharge Planner	X			
Receptionist	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Therapies	X			
Security	X	X	X	X

Unit Information

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

☐ Activity such as patient admissions, discharges, and transfers

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

- ☐ Skill mix

☒ Level of experience of nursing and patient care staff

The charge nurse is included in this matrix.

☐ Need for specialized or intensive equipment

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

☒ Other

Inpatient Rehab Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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:		Providence St. Mary Medical Center Labor and Delivery Women									
Unit/ Clinic Type:		Labor and Delivery									
Unit/ Clinic Address:		401 W. Poplar St., Walla Walla, WA									
Average Daily Census:		2.5					Maximum # of Beds:		6 LDR's		
Effective as of:		1/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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 07-1930	12	2	0	0	0	0.00	0.00	0.00	0.00	0.00
	NOC 19-0730	12	2	0	0	0	0.00	0.00	0.00	0.00	
1	Day 07-1930	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00
	NOC 19-0730	12	2	0	0	0	24.00	0.00	0.00	0.00	
2	Day 07-1930	12	3	0	0	0	18.00	0.00	0.00	0.00	36.00
	NOC 19-0730	12	3	0	0	0	18.00	0.00	0.00	0.00	

3	Day 07-1930	12	3	0	1	0	12.00	0.00	4.00	0.00	32.00
	NOC 19-0730	12	3	0	1	0	12.00	0.00	4.00	0.00	
4	Day 07-1930	12	4	0	1	0	12.00	0.00	3.00	0.00	30.00
	NOC 19-0730	12	4	0	1	0	12.00	0.00	3.00	0.00	
5	Day 07-1930	12	5	0	1	0	12.00	0.00	2.40	0.00	28.80
	NOC 19-0730	12	5	0	1	0	12.00	0.00	2.40	0.00	
6	Day 07-1930	12	6	0	2	0	12.00	0.00	4.00	0.00	32.00
	NOC 19-0730	12	6	0	2	0	12.00	0.00	4.00	0.00	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Respiratory Therapist	X	X	X	X
Case Manager/Discharge Planner	X			
Receptionist	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Therapies	X			
Security	X	X	X	X

Unit Information

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



Activity such as patient admissions, discharges, and transfers

This is a 16 bed inpatient unit (6 LDRP's with 10 postpartum/overflow/triage). This is a fully functional Labor and Delivery Unit with one Operating Suite. We do approximately 600 births per year with an average daily census of 2.5. We transfer patients in need of higher acuity care if needed. AM Shift Staffing (Monday-Friday) - 4/5 RN, 1-2 CNA depending on patient acuity and census
 PM Shift Staffing (Monday-Friday) - 4/5 RN, 1-2 CNA depending on patient acuity and census
 weekend Staffing - 4/5 RN, 1-2 CNA depending on patient acuity and census
 There shall be two Perinatal Nurses in Women's Services at all times. Admissions, transfers, and discharges may increase or decrease staffing needs, which will be adjusted accordingly.



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

Staffing will be adjusted according to AWHONN National Professional Staffing Guidelines. Individual patient acuity may increase or decrease staffing needs, which will be adjusted accordingly.
 Labor 1:2 until in Active Labor Phase, then 1:1
 Labor, Second Stage, Third Stage, and Fourth Stage 1:1 (this includes the first two hours of Recovery Stage following birth 1:1)
 Couplets/Postpartum pairs 1:3-4 (consideration if one of the couplet pair is a boarder)
 Antepartum (stable) and Gynecological patients 1:6
 Epidural Anesthesia Patient with epidural placement and until stabilization/deliver 1:1
 Active Labor and Medically Complicated until delivery and through two hour recovery following birth 1:1
 Aumentation or Induction Pitocin or other method 1:1-2 (depending on early induction of labor or continued postpartum use of pitocin)
 Stable Newborn 1:3-4
 Intermediate Newborns 1:2-3 (first two hours of recovery following birth and stable couplet)
 Unstable newborn/obstetrical patient 1:1
 Newborns SCN 1:1-3 (if critical newborn 1:1 SCN if stable in SCN 1:3)
 Triage 1:1-3
 Cervical Ripening 1:2
 Antepartum Magnesium Sulfate/Magnesium Sulfate Infusion 1:1 during first hour and until no longer contracting to the degree that preterm delivery is of eminent concern, 1:2 thereafter and threat of delivery has been eliminated
 Intrapartum Magnesium Sulfate Infusion 1:1 while laboring on Magnesium Sulfate



Skill mix

☒ Level of experience of nursing and patient care staff

The charge nurse is included in this staffing matrix.

☐ Need for specialized or intensive equipment

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

preparation areas, and equipment

☒ Other

Labor and Delivery Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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:		Providence St. Mary Medical Center Post Partum									
Unit/ Clinic Type:		Women Post Partum									
Unit/ Clinic Address:		401 W Poplar St., Walla Walla, WA									
Average Daily Census:		2.5				Maximum # of Beds:			10 Post Partum		
Effective as of:		1/1/2025									
# of Rooms											
# of Rooms	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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 07-1930	12	2	0	1	0	24.00	0.00	12.00	0.00	72.00
	Noc 19-0730	12	2	0	1	0	24.00	0.00	12.00	0.00	
2	Day 07-1930	12	2	0	1	0	12.00	0.00	6.00	0.00	36.00
	Noc 19-0730	12	2	0	1	0	12.00	0.00	6.00	0.00	
3	Day 07-1930	12	2	0	1	0	8.00	0.00	4.00	0.00	24.00
	Noc 19-0730	12	2	0	1	0	8.00	0.00	4.00	0.00	

4	Day 07-1930	12	2	0	1	0	6.00	0.00	3.00	0.00	18.00
	Noc 19-0730	12	2	0	1	0	6.00	0.00	3.00	0.00	
5	Day 07-1930	12	3	0	1	0	7.20	0.00	2.40	0.00	19.20
	Noc 19-0730	12	3	0	1	0	7.20	0.00	2.40	0.00	
6	Day 07-1930	12	3	0	1	0	6.00	0.00	2.00	0.00	16.00
	Noc 19-0730	12	3	0	1	0	6.00	0.00	2.00	0.00	
7	Day 07-1930	12	3	0	1	0	5.14	0.00	1.71	0.00	13.71
	Noc 19-0730	12	3	0	1	0	5.14	0.00	1.71	0.00	
8	Day 07-1930	12	3	0	1	0	4.50	0.00	1.50	0.00	12.00
	Noc 19-0730	12	3	0	1	0	4.50	0.00	1.50	0.00	
9	Day 07-1930	12	3	0	1	0	4.00	0.00	1.33	0.00	10.67
	Noc 19-0730	12	3	0	1	0	4.00	0.00	1.33	0.00	
10	Day 07-1930	12	3	0	1	0	3.60	0.00	1.20	0.00	9.60
	Noc 19-0730	12	3	0	1	0	3.60	0.00	1.20	0.00	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Respiratory Therapist	X	X	X	X
Case Manager/Discharge Planner	X			
Receptionist	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Therapies	X			
Security	X	X	X	X

Unit Information

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

☐ Activity such as patient admissions, discharges, and transfers

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

Staffing will be adjusted according to AWHONN National Profession Staffing Guidelines. Individual patient acuity may increase or decrease staffing needs which will be adjusted accordingly.

1:3-4

1:2-3 (first two hours of recovery following birth and stable couplet)

newborn/obstetrical patient 1:1

1:1-3 (if critical newborn 1:1 SCN, if stable in SCN 1:3)

1:4 (couplets without complications), 1:3 (couplets with complications but stable)

(one nurse for mother and one nurse for baby during PACU Phase 1 Recover until critical elements are met, up to two hours), 1:1 (couplet, if

stable for remainder of recover), 2:1 (if unstable or critically ill)

(first eight hours of administration), 1:2 thereafter

Stable Newborn

Intermediate Newborn

Unstable

Newborns SCN

Postpartum Mothers:

PACU after Cesarean: 2:2

Magnesium Sulfate Infusion Postpartum: 1:1

☐ Skill mix

☒ Level of experience of nursing and patient care staff

The charge nurse is included in this matrix.

☐ Need for specialized or intensive equipment

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

☒ Other

Post Partum Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.



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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:		Providence St. Mary Medical Center Specialty Care Nursery									
Unit/ Clinic Type:		Special Care Nursery									
Unit/ Clinic Address:		401 W. Poplar St., Walla Walla, WA									
Average Daily Census:		0.5				Maximum # of Beds:			4		
Effective as of:		1/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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 07-1930	12	0	0	0	0	0.00	0.00	0.00	0.00	0.00
	NOC 19-0730	12	0	0	0	0	0.00	0.00	0.00	0.00	
1	Day 07-1930	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	NOC 19-0730	12	1	0	0	0	12.00	0.00	0.00	0.00	
2	Day 07-1930	12	1	0	0	0	6.00	0.00	0.00	0.00	12.00
	NOC 19-0730	12	1	0	0	0	6.00	0.00	0.00	0.00	

3	Day 07-1930	12	1	0	0	0	4.00	0.00	0.00	0.00	8.00
	NOC 19-0730	12	1	0	0	0	4.00	0.00	0.00	0.00	
4	Day 07-1930	12	1	0	0	0	3.00	0.00	0.00	0.00	6.00
	NOC 19-0730	12	1	0	0	0	3.00	0.00	0.00	0.00	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Respiratory Therapist	X	X	X	X
Case Manager/Discharge Planner	X			
Receptionist	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			
Lab	X			
Therapies	X			
Security	X	X	X	X

Unit Information

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

☐ Activity such as patient admissions, discharges, and transfers

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

Staffing will be adjusted according to AWHONN National Profession Staffing Guidelines.
Individual patient acuity may increase or decrease staffing needs which will be adjusted accordingly. Stable
Newborn 1:3-4
Intermediate Newborn 1:2-3 (first two hours of recovery following birth and stable couplet)
Unstable newborn/obstetrical patient 1:1
PSMMC has a four-bay Level II Specialty Care Nursery that serves 34-week and above delivered

☐ Skill mix

☒ Level of experience of nursing and patient care staff

The charge nurse is included in this matrix.

☐ Need for specialized or intensive equipment

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

☒ Other

Specialty Care Nursery Unit Information. Unit Information includes caregivers in addition to "nursing staff" who are available approximately 80% of the time for each Day, Evening, Night, and Weekend shifts and who have potential patient impact/contact.