

COVER PAGE

The following is the comprehensive hospital staffing plan for St. Joseph 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: 12/27/2024

I, the undersigned with responsibility for St. Joseph Medical Center 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: **Andrew Baxter, RN, BSN, MSN, MHSA, Chief Nursing Officer**

Hospital Information

Name of Hospital: St. Joseph Medical Center		
Hospital License #: HAC.FS.00000032		
Hospital Street Address: 1717 S. J Street		
City/Town: Dupont	State: WA	Zip code: 98405
Is this hospital license affiliated with more than one location?		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If "Yes" was selected, please provide the location name and address		
Review Type:	<input checked="" type="checkbox"/> Annual	Review Date: January 1, 2025
	<input type="checkbox"/> Update	Next Review Date:
Effective Date: 12/17/2024		
Date Approved: 12/27/2024		

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: National and state benchmarking guidelines for recommended level of care staffing. American Association of Critical Care Nurse for ICU and PCU staffing and American Society of PeriAnesthesia Nurses and Association of Perioperative Registered Nurses for Perioperative Services. Emergency Nurses Association for Emergency Department staffing recommendations. American Nurses Association staffing recommendations were considered in all nursing areas.

- ☒ Terms of applicable collective bargaining agreement

Description: Our staffing plans were developed in collaboration with WSNA and SEIU members. There are no applicable terms in either collective bargaining agreement regarding staffing ratios.

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

Description: St. Joseph Medical Center ensures staff are able to take meal and rest breaks as required by RCW 49.12.480


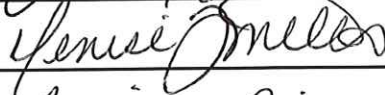

- ☒ Hospital finances and resources

Description: The Chief Financial Officer and the Chief Nursing Officer are members of the Hospital Staffing Committee and are able to provide the necessary information regarding finances and resources as needed to the team.

- ☐ Other

Description:

Signature

CNO & Co-chairs Name	Signature	Date
Andrew Baxter		12/30/2024
Denise Mills		12/27/2024
Carina Price		12/30/2024

Total Votes		
Department	# of Approvals	# of Denials
Emergency Department (ED)	12	0
IV Therapy	16	0
Transition Unit	16	0
Oncology/Infusion	16	0
Interventional Radiology	14	0
Invasive Cardiovascular Procedures	16	0
Pre-Admit Clinic	10	0
Main OR	14	0
Walters OR	14	0
Recovery Services	14	0

Main SADU	14	0
Walters SADU	14	0
Outpatient Surgery Center (GHSDS)	10	0
Gastrointestinal Services	14	0
Interventional Pain	16	0
5th Floor ICU/PCU	16	0
6th Floor IC/PCU	16	0
8th Floor PCU	16	0
2 South M/S/T	14	0
3 South M/S/T	14	0
4 South M/S/T	14	0
5 South M/S/T	14	0
7th Floor M/S/T	14	0
8th Floor M/S/T	14	0
9th Floor M/S/T	14	0
10th Floor Med-Surg Oncology	14	0
Wound Clinic	16	0
Labor & Delivery	16	0
Postpartum	16	0
NICU	16	0
Midwifery Birthing Center	16	0

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Patient Volume-based Staffing Matrix Formula Template

Unit/ Clinic Name:		Emergency Department									
Unit/ Clinic Type:		Outpatient									
Unit/ Clinic Address:		1717 South J Street, Tacoma Washington, 98405									
Average Daily Census:		N/A		Maximum # of Beds:						N/A	
Effective as of:		7/1/2024									
# of Visits											
# of Visits	ft Type	Shift Length In hours	Min # of RN's	Min # of LPN's	Min # of Tech	Min # UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of Tech HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
90	0600-1830	12	4	0	1	0	0.53	0.00	0.13	0.00	2.40
	0900-1730	8	2	0	1	0	0.18	0.00	0.09	0.00	
	1000-2230	12	2	0	0	0	0.27	0.00	0.00	0.00	
	1300-0130	12	2	0	0	0	0.27	0.00	0.00	0.00	
	1500-0330	12	2	0	0	0	0.27	0.00	0.00	0.00	
	1800-0630	12	4	0	1	0	0.53	0.00	0.13	0.00	
100	0600-1830	12	5	0	1	0	0.60	0.00	0.12	0.00	2.52
	0900-1730	8	2	0	1	0	0.16	0.00	0.08	0.00	
	1000-2230	12	2	0	0	0	0.24	0.00	0.00	0.00	
	1300-0130	12	2	0	0	0	0.24	0.00	0.00	0.00	
	1500-0330	12	2	0	1	0	0.24	0.00	0.12	0.00	
	1800-0630	12	5	0	1	0	0.60	0.00	0.12	0.00	
110	0600-1830	12	5	0	1	0	0.55	0.00	0.11	0.00	2.29
	0900-1730	8	2	0	1	0	0.15	0.00	0.07	0.00	
	1000-2230	12	2	0	0	0	0.22	0.00	0.00	0.00	
	1300-0130	12	2	0	0	0	0.22	0.00	0.00	0.00	
	1500-0330	12	2	0	1	0	0.22	0.00	0.11	0.00	
	1800-0630	12	5	0	1	0	0.55	0.00	0.11	0.00	
120	0600-1830	12	5	0	2	0	0.50	0.00	0.20	0.00	2.37
	0900-1730	8	3	0	1	0	0.20	0.00	0.07	0.00	
	1000-2230	12	2	0	0	0	0.20	0.00	0.00	0.00	
	1300-0130	12	2	0	0	0	0.20	0.00	0.00	0.00	
	1500-0330	12	2	0	1	0	0.20	0.00	0.10	0.00	
	1800-0630	12	5	0	2	0	0.50	0.00	0.20	0.00	
130	0600-1830	12	6	0	2	0	0.55	0.00	0.18	0.00	2.37
	0900-1730	8	3	0	1	0	0.18	0.00	0.05	0.00	
	1000-2230	12	2	0	0	0	0.18	0.00	0.00	0.00	
	1300-0130	12	2	0	0	0	0.18	0.00	0.00	0.00	
	1500-0330	12	2	0	1	0	0.18	0.00	0.09	0.00	
	1800-0630	12	6	0	2	0	0.55	0.00	0.18	0.00	
140	0600-1830	12	6	0	3	0	0.51	0.00	0.26	0.00	2.37
	0900-1730	8	3	0	1	0	0.17	0.00	0.05	0.00	
	1000-2230	12	2	0	0	0	0.17	0.00	0.00	0.00	
	1300-0130	12	2	0	0	0	0.17	0.00	0.00	0.00	
	1500-0330	12	2	0	1	0	0.17	0.00	0.09	0.00	
	1800-0630	12	6	0	3	0	0.51	0.00	0.26	0.00	
150	0600-1830	12									

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge Nurse	X	X	X	X
Break Nurse	X	X	X	X
HUC	X	X		
Manager	X			
CNA Sitter 1:1	X	X	X	X
Respiratory Therapy	X	X	X	X
ED Provider	X	X	X	X
Specialty Consult Provider	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

Description: The Emergency Department is an outpatient department that has a staffing model based on a variable daily patient census. The Emergency Department utilizes a daily staffing grid to indicate staff assignments and roles for their shift. The daily staffing grid is based on historical arrival rates of patients and can change based on new arrival data throughout the year. The Charge Nurse prepares a new staffing grid each day and makes staff assignments and will adjust according to patient volumes and acuity for each day. The Emergency Department Charge Nurse is available to assist with patient care. Average Daily triage census: 142. The ED triages on average 16 OB patients that are sent to L&D for their care.
Average number of admits/discharges/transfers: 30 admits; 92 discharges; transfers and patients who leave before treatment completed (LBTC) are variable.

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

Description: Patients are scored on acuity based upon the Emergency Severity Index (ESI). This is the standard triage tool endorsed by the Emergency Nurses Association. The scoring has five (5) groups, from Level 1 (Immediate) to Level 5 (Non-Urgent). FY24 Level 1 (Immediate) 2.7%, Level 2 (Emergent) 29.5%, Level 3 (Urgent) 45.4%, Level 4 (Less Urgent) 18.0%, Level 5 (Non-Urgent) 3.2%. Patient care needs are based on number of resources required to stabilize and provide treatment. Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. Depending on actual number of staff available, the Charge Nurse can substitute other shift start/end times to ensure staffing levels are appropriate for the ED census at that time. Patient to RN ratios are 1:4 for general ED patients that are in treatment spaces assigned to ED RN's (all shifts). Situations where additional staff are required to provide safe patient care:
Patients that require 1:1 observation - High Risk SI and Detained
Increased High Acuity volume - Trauma and ICU level care

Skill mix

Description: The patient care is primarily delivered by ED Providers, Registered Nurses, and ED Technicians. The ancillary staff support the patient care as needed and are not part of the primary care team. The ED works in a team model of RN's and ED Technicians which allows staffing ratios to be dynamic as the department census and acuity fluctuates throughout the day. The department has a break nurse role 20 hours a day.

Level of experience of nursing and patient care staff

Description: The unit has a variety of different years of experience. There are staff who are just starting their careers and other team members with 20+ years of experience. The new grad RN is enrolled in the National Nurse Residency Program (NNRP).

Need for specialized or intensive equipment

Description: The hospital is designated as a Level II Trauma Center, Cardiac Center of Excellence and Comprehensive Neuro facility. This requires the Emergency Department staff to be able to handle ICU level care needs and equipment. The department has telemetry capabilities and use Epic EMR.

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

Description: The department has a dedicated triage space along with vertical waiting area. The ED has 44 treatment spaces that consist of private and semi-private rooms, as well as hallway spaces to support patient care. There are 4 Pyxis machines at the different care areas to provide medication administration and preparation. There is a decon room, dirty utility room and clean supply storage. The department has a CT and x-ray room. Security is present in the department 24/7.

Other

Description: ED staff supports Code Blue - internal and external
ED staff supports Trauma Activations
ED staff support OB patient check in process
ED staff support ICU/PCU Patient Boarding
ED staff support M/T boarding
Transition Unit staff support ED Med/Tele boarding patients
Critical Care staff support ICU/PCU boarding when able



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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:		Transition Unit									
Unit/ Clinic Type:		Inpatient									
Unit/ Clinic Address:		1737 South J Street, Tacoma Washington, 98327									
Average Daily Census:		21			Maximum # of Beds:			23			
Effective as of:		7/1/2024									
# 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	0700-1930	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00
	1900-0730	12	2	0	0	0	24.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
2	0700-1930	12	2	0	0	0	12.00	0.00	0.00	0.00	24.00
	1900-0730	12	2	0	0	0	12.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
3	0700-1930	12	2	0	0	0	8.00	0.00	0.00	0.00	16.00
	1900-0730	12	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
4	0700-1930	12	2	0	0	0	6.00	0.00	0.00	0.00	12.00
	1900-0730	12	2	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	0700-1930	12	2	0	0	0	4.80	0.00	0.00	0.00	9.60
	1900-0730	12	2	0	0	0	4.80	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
6	0700-1930	12	2	0	1	0	4.00	0.00	2.00	0.00	12.00
	1900-0730	12	2	0	1	0	4.00	0.00	2.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
7	0700-1930	12	2	0	1	0	3.43	0.00	1.71	0.00	10.29
	1900-0730	12	2	0	1	0	3.43	0.00	1.71	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
8	0700-1930	12	2	0	1	0	3.00	0.00	1.50	0.00	9.00
	1900-0730	12	2	0	1	0	3.00	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	0700-1930	12	2	0	1	0	2.67	0.00	1.33	#REF!	
	1900-0730	12	2	0	1	0	2.67	0.00	1.33	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	

[illegible]

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge Nurse	X	X	X	X
Break Nurse	X	X		
Respiratory Therapy	X	X	X	X
Provider	X	X	X	X
CNA Sitter 1:1	X	X	X	X
OT	X			X
PT	X			X
Manager	X			
Director	X			

Unit Information

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

Activity such as patient admissions, discharges, and transfers

Description: The Transition Unit supports temporary bed locations (TBL's) throughout the facility. This is a variable department based on hospital census and can be spread out in different locations depending on total number of patients. Each location will follow the same grid when open. The Transition Unit staff will float out to the Med/Surg division as needed. The Med/Surg division floats into the Transition Unit as needed.

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

Description: This unit has a mix of inpatient and observation patients. These unit have telemetry capabilities. Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.

Skill mix

Description: Direct patient care team is Registered Nurses and Care Assistants (CNA). Generally a 4-5:1 nurse to patient ratio. When the patient census is greater than 12 patients, the unit will have a designated Charge Nurse. The Charge Nurse can assist with patient care and break relief. Additionally this unit has a break nurse assigned during predicted high census and when multiple TBL's are open.

Level of experience of nursing and patient care staff

Description: The unit has a variety of different years of experience. There are staff who are just starting their careers and other team members with 5+ years of experience. The new grad RN is enrolled in the National Nurse Residency Program (NNRP).

Need for specialized or intensive equipment

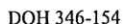
Description: General medical unit.

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

Description: This unit is a ward environment and patients are screened for infectious issues and need to be able to be in shared clinical spaces.

Other

Description: Average Daily census: 21 (Capacity for 24 patients)
Transition Unit supports TBL's and follows same staffing plan for number of rooms as TBL locations are opened/closed. Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. When opening a separate location, the additional unit will always be staffed with a minimum of two (2) RN's and then follow the staffing grid per patient census.



Patient Volume-based Staffing Matrix Formula Template

[illegible]

[illegible]



Unit Information

Shift Coverage

Unit Information

Skill mix

All RN Staff

Level of experience of nursing and patient care staff

All IVT RNs are trained to perform full service vascular access (PIVs, ultrasound guided PIVs, Midlines and PICC Lines) 9 RNs with VABC certification

Need for specialized or intensive equipment

Ultrasound for vascular access.

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

IV Therapy does not have a designated unit where patient care occurs. IV Therapy provides services to all areas of the hospital to include inpatient, outpatient and procedural settings.

Other

IV Therapy uses the cancel meal deduct feature at the Kronos timeclock and they are paid for their meal breaks.

IVT nurses are encouraged to take all meal and rest breaks.

IVT nurses are expected to verbally handoff assignment to a co-worker when taking assigned break.

Breaks are scheduled and nurses self-select their preferred break time at the beginning of their shift each day. Missed breaks are to be recorded in the edit log.

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.

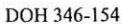
Unit/ Clinic Name:		SJM Outpatient Oncology				
Unit/ Clinic Type:		Infusion Center				
Unit/ Clinic Address:		1617 S. J Street, Tacoma WA 98405				
Average Daily Census:		25			Maximum # of Beds: 12	
Effective as of:		7/1/2024				
# of Procedures						
# of Procedures	ift Type	Shift Length In hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
28	Days	8	4	0	1	1
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
29	Days	8	5	0	1	1
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
31	Days	8	5	0	1	1
	Nights	0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
32	Days	8	6	0	1	1
	Nights	0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
33	Days	8	6	0	1	1
	Nights	0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
34	Days	8	6	0	1	1
	Nights	0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
35	Days	8	6	0	1	1
	Nights	0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0

[illegible]



Fixed Staffing Matrix

[illegible]



Unit Information

[illegible]

Skill mix

Oncology certified RNs, Non-certified RNs, Chemotherapy certified RN. CNAs and a Patient Service Representative (PSR).

Level of experience of nursing and patient care staff

Same as above- 2 with 20+ years of experience, Most with 5-15, a few under 5 years

Need for specialized or intensive equipment

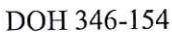
Hazardous materials spill kits, chemo gowns, chemo gloves PAPR for volatile hazardous drug spills and PeridoxRTU decontamination liquid. Annual competencies for hazardous drug administration, hazardous spills via skills day.

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

4 Treatment rooms with bathrooms for longer infusions. 6 infusions chairs with curtains in between, 1 room with 2 injections chairs. The unit has a nutrition and supply room, satellite oncology pharmacy office, social work/care manager office, an EVS closet, a dirty utility room, and a patient waiting room.

Other

Break plan: Appointment schedule redesign that allows for each nurse to take required breaks. Example: staggering shift start times so easier for break coverage; scheduling longer appointments in the afternoon to allow for AM breaks and lunch. See attached form.
Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.



Fixed Staffing Matrix

[illegible]

Tuesday						
	On-call 1730-0700	13.5hrs	2			
	0700-1730	10	6	0	0	0
Wednesday	On-call 1730-0700	13.5hrs	2			
	0700-1730	10	5	0	0	0
Thursday	On-call 1730-0700	13.5hrs	2			
	0700-1730	10	5	0	0	0
Friday	On-call 1730-0700	13.5hrs	2			
	On-call	24hrs	2			
Saturday						
	On-call	24hrs	2			

Sunday						

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
IR Tech	10 hrs shifts X 5			
IR Tech Per diem	As needed			
IR Charge RN	One per day			

Unit Information

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

Description:
Interventional radiology treats a various of patients. For example, aneurysm repairs, gastrointestinal bleeding, Pulmonary emboli & uterine fibroids

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

Description: Average Daily census: 18 patients per day
Average number of admits/discharges/transfers: OP scheduled, IP and ED procedural volume.
Average length of stay: Variable dependent upon procedure type. Perform sedation for neuro and body intervention cases.

Skill mix

Description: There are 6 FTE IR RN's, one charge RN per day and 5 FTE IR Techs. The Daily census: 18 patients per day. There are 2 Per Diems on

Level of experience of nursing and patient care staff

Description: IR RN provide admit/recovery for all IR scheduled exams except for patients who undergo general anesthesia.

IR RN's provide nursing support for CT, MRI and Ultrasound.

IR RN's sedate patients for their interventional procedures and IR techs scrub cases with the interventional radiologist. (Add level of experience ie, ICU

Need for specialized or intensive equipment

Description: One IR neuro interventional room, one IR body interventional room and a CT procedural room.

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

Description: Besides the neuro, body and CT room, we have a five bay recovery area with a Pyxis within the unit.

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. Charge RNs help with breaks Lunches are taken between 0900 and noon.

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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:	Invasive Cardiovascular Services					
Unit/ Clinic Type:	Invasive Cardiac and Vascular Interventional Procedures					
Unit/ Clinic Address:	1717 S J St, Tacoma, WA, 98405					
Effective as of:	10/28/2024					
Day of the week						
Room assignment	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday					
		8	2	0	1	0
		10	14	0	2	0
		12	2	0	0	0
	On- Call 1730-0600	12.5	2	0	0	0
	Tuesday					
		8	2	0	1	0
		10	14	0	2	0
		12	2	0	0	0
	On- Call 1730-0600	12.5	2	0	0	0
	Wednesday					
		8	2	0	1	0
		10	14	0	2	0
		12	2	0	0	0
	On- Call 1730-0600	12.5	2	0	0	0
	Thursday					
		8	2	0	1	0
		10	14	0	2	0
		12	2	0	0	0
	On- Call 1730-0600	12.5	2	0	0	0
	Friday					
		8	2	0	1	0
		10	14	0	2	0
		12	2	0	0	0
	On- Call 1730-0600	12.5	2	0	0	0
	Saturday	On call 24 hrs	2			
	Sunday	On call 24hrs	2			

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge RN - CCL	0600 - 1630			
Charge RN - EP	0600 - 1830			
Charge RN - Recovery	0700 - 1730			
Cardiovascular Technologist X4	0600 - 1630			
Cardiovascular Technologist X5	0700 - 1730			
EP Specialist (Tech) - EP X3	0600 - 1630			
EP Specialist (Tech) - EP X3	0600 - 1830			

Unit Information

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

Activity such as patient admissions, discharges, and transfers

St Joseph Medical Center (SJMC) in Tacoma WA, Cardiovascular Lab (CV Lab) provides pre, intra-procedural and procedural recovery care for invasive diagnostic and interventional Cardiovascular conditions. For example: Diagnostic and Interventional Cath Lab, Electrophysiology (EP) and Vascular procedures.

Average daily census can fluctuate between 20-30 patients per day. Average daily census: 26 patients per day.

We receive patient admissions from: Outpatient, In-patient, Emergency Department and Inter-facility transfers.

Discharges can occur from our procedural rooms or through the recovery unit.

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

SJMC CV Lab accepts and treats patients with, critical life/limb saving emergencies requiring acute/critical care and specialty equipment. For example: Cardiogenic shock/ST Segment Elevation Myocardial Infarction (STEMI), complete heart block and peripheral vascular ischemia. We also treat patients who come in for diagnostic and interventional procedures as scheduled outpatients.

Hours of operation starts at 0530 (Induction) through 2030 (Recovery). Procedural: 0600-1830 (EP) 0600-1730 (CV Lab) with staggered shift starts. Cardiovascular on-call: M-Friday begins at 1730 and ends the next day at 0600. Weekend on-call is 0700-0700 Sat/Sunday.

Skill mix

Staff skill mix is a combination of RN's, CNA's and CardioVascular/EP Specialist Technologists. ACLS required for RN's, EP and CV Techs.

In pre procedure (Induction) there are 6 bays with 2 RN's and 1 CNA.

In the procedural rooms we have a minimum of 1 or 2 RN's and 1 or 2 CardioVascular Technologists in each procedure.

In recovery Phase 2 there are 12 bays with 5 RN's and a CNA. Recovery RN's also provide Phase 1 recovery which is a 1:1 care ratio until patient achieves phase 2 care threshold.

There is a designated CNA/HUC who assists both Induction and Recovery.

Cath Lab On Call: 11 RN's and 9 CardioVascular Technologists. EP and Induction/Recovery on call not required for position.

Level of experience of nursing and patient care staff

There are 25 RN's assigned to Induction/Recovery and procedural:

Years of employment service

RN's

<1yr = 9

5yr = 1

6yr = 2

7yr = 2

13yr = 2

15yr = 2

18yr = 1

19yr = 1

22yr = 1

23yr = 3

26yr = 1

CNA's

6yr = 1

22yr = 2

EP Specialist

<1yr = 1

1yr = 1

4yr = 3

11yr = 1

CardioVascular Techs

<1yr = 2

5yr = 2

6yr = 1

7yr = 1

8yr = 1

10yr = 1

13yr = 1

Need for specialized or intensive equipment

Providing Cath Lab, EP and Vascular services requires a vast supply inventory and specialty equipment. Supply examples: Access sheaths, guide wires, catheters (intra-vascular) Specialty equipment examples: Intra-aortic balloon pump (IABP), Impella, Tandem Heart/Centrimag (VA ECMO), Ekosonic Endovascular System (EKOS), Ablation mapping equipment, Intracoronary Echo (ICE) and specialty Cardiovascular angiography equipment.

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

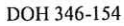
The CV Lab at SJMC is located in the South Pavilion and is close in proximity to the Emergency Department, Main Operating Room, PACU and Diagnostic Imaging.

We have 7 procedural rooms; 2 are for general and interventional cardiology, 2 for EP Procedures, 1 shared cardiology/EP suite, 1 peripheral vascular suite, 1 treatment room for Cardioversions and TEE's. Each procedural room is equipped with a control room and charting locations. PYXIS stations are within the procedural rooms and main corridor. Each procedural room has supply cabinets and adjacent storage for supplies and equipment.

We currently have 6 Induction bays and 12 post op recovery bays (Phase 1 and Phase 2 care) with a dedicated nursing station. PYXIS stations, patient nourishment room and supply/equipment rooms.

Other

Charge nurses, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. Charge RNs help with breaks/lunches. Lunches are slated to be taken between 1030 and 1430.



Patient Volume-based Staffing Matrix Formula Template

[illegible]

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Health Unit Coordinator (HUC)	1	0	0	0
Charge Nurse	1	0	0	0

Unit Information

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

Activity such as patient admissions, discharges, and transfers

Pre-Admission Clinic (PAT) is a patient care based clinic: Providing comfort and support for surgical patients prior to their procedure. By reviewing charts: paying attention to follow-up apps needed, devices, or any speciality items that may need following up on. Pre-admit strives to decrease the chance of same day surgery cancellation. Pre-admit communicates special needs for a pt to the appropriate unit, in order for them to be best prepared on the DOS. Interdisciplinary work with the surgeon's office, schedulers, and other ancillary staff. Follow-up on request from anesthesia MDs and surgeon's offices. PAT process includes 1. Assessing Patient Health: Nurses gather comprehensive health information, including medical history, allergies, current medications, previous surgeries, and any potential risks that could impact the procedure. 2. Patient Education: The clinic provides information about the upcoming procedure, what to expect during and after the surgery, and specific instructions such as fasting requirements, medication management, and post-operative care. 3. Medication Review: Reviewing the patient's current medications to identify any that may need to be stopped or adjusted before surgery. This helps prevent potential interactions and complications. 4. Pre-Operative Testing: Coordinates all necessary tests such as blood work, cardiac clearance and anti-coag orders to ensure the patient is in optimal condition for surgery. 5. Documentation: All findings, including patient history, medications, and test results, are documented in the patient's electronic medical record to ensure all healthcare providers have access to the most up-to-date information. 6. Coordination of Care: Collaborating with surgeons, anesthesiologists, and other healthcare providers to ensure all aspects of the patient's care plan are in place and that the patient is prepared for a safe and successful procedure. 7. Identifying Risks: Identifying potential risks and developing plans to mitigate them, including arranging consultations with anesthesia if needed.

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

Description: Prescreen telephone call assessment reviews: Types of specialized patient care & treatments provided include: educating patient of their prep prior to surgery, discontinuation of meds and answer questions pt may have.
Acuity is based on each patient

Skill mix

Description: Nursing skill ranges- min requirements- of ability to conduct patient assessment, communicate with others (verbally and written), knowledge in medical/surgical procedures, attention to detail, collaboration (with other departments), empathy, patient education, and critical thinking.
Phone calls 1:1

Level of experience of nursing and patient care staff

Description: Nursing experience ranges- min requirements- Prior nursing experience in perioperative or preoperative settings is preferred. Familiarity with preoperative assessment and care protocols is advantageous. Current Basic Life Support (BLS) certifications are typically required.

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

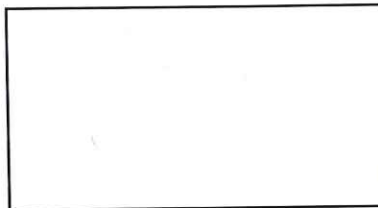
Description: The Pre-anesthesia testing clinic is located at ST. JOSEPH MEDICAL CENTER behind the Main Admitting department in Tacoma-space consists of 7 private offices, 1 charge nurse office, HUC/CA office-and a Med rec office. Equipment used is a telephone, head set, computer, printer, sit to stand desk, chair and stationary.(Total of 14 nursing computers, 1 bca computer, 15 telephones and three printers)

Other

Average Daily census: 50-70 PAT phone encounters/interviewed pts
Average number of admits/discharges/transfers: Hospital Based clinic-no direct patient care
Average length call: phone call time- 30-45 mins
Nurse rest breaks are staggered and self provided
Nurse meal breaks are taken between 11am-12pm
Phone Appointments blocked on the Department Appointment Report (DAR)schedule- 4 hours into shift see break sheet



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ed 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 Type:	Main OR Level II trauma and Tertiary Center			
Unit/ Clinic Address:	1717 S J Street, Tacoma, WA 98405			
Effective as of:	7/30/2024			
Day of the week				
Room assignment	Shift Type	Shift Length in Hours	Min # of Registered Nurses RN's	Min # Surgical Techs STs
4-7 Rooms until 1700	Monday - Friday			
	Day (0630-1500)	8	8	10
	Day (0630-1700)	10	3	2
	Day (0630-1900)	12	3	3
	Day (0830-1700)	8	1	1
3 Rooms until 1900	Monday - Friday			
	Day (0630-1900)	12	3	3
	Day (0830-2100)	12	4	2
	Day (1030-2100)	10	1	1
	Eve (1430-2300)	8	3	3
2 Rooms until 2100	Monday - Friday			
	Day (0830-2100)	12	4	2
	Day (1030-2100)	10	1	1
	Eve (1430-2300)	8	3	3
1 Room until 2300	Monday - Friday			
	Eve (1430-2300)	8	3	3

Urgent/Emergent/Trauma Cases 1-2 Rooms	Monday- Thursday			
	Noc (2030-0700)	10	2	2
			1 RN On Call 2230-0630	1 ST On Call 2230-0630
2 Rooms	Saturday-Sunday			
	Day 0700-1930	8/10	1	1
		12	2	2
			1 RN On Call 0700-1900	1 ST On Call 0700-0700 24h
Urgent/Emergent/Trauma Cases 1-2 Rooms	Friday-Sunday			
	1900-0730	12	2	2
			1 RN On Call 1900-0700	1 ST On Call 0700-0700 24h



Unit Information

[illegible]

Unit Information

Patient Acuity Level/Intensity of Care Needs: Minor Surgery, Intermediate Surgery, Emergency Surgery, Complex Surgery, Trauma

Skill mix

1:1 RN to patient ratio. Some cases require 2 RNs and or 2 Surg Techs (vascular hybrid, complex robotic, trauma, and other complex cases based on patient acuity). Ancillary staff (ASTs and PSTs) support our surgical team and providers including anesthesiologists. Our Charge Nurse collaborates with Anesthesia Coordinator (AC) to determine surgery schedule order and prioritization based on acuity.

BLS is required for all RNs, STs, ASTs, PSTs

Level of experience of nursing and patient care staff

RNs with less than 5 years of OR experience: 50%
RNs with greater than 5 years of OR experience: 50%
Surgical Techs with less than 5 years of OR experience: 15%
Surgical Tech with greater than 5 years of OR experience: 85%
PSTs with less than 5 years of OR experience: 80%
PSTs with greater than 5 years of OR experience: 20%
ASTs with less than 5 years of OR experience: 40%
ASTs with greater than 5 years of OR experience: 60%

Need for specialized or intensive equipment

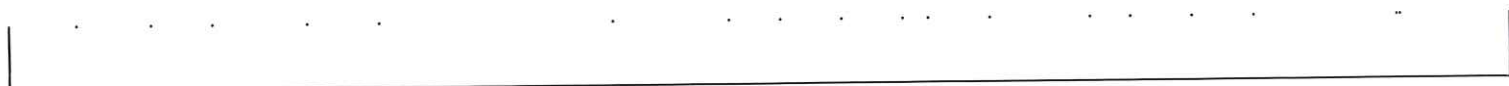
Specialty equipment for ortho, ortho trauma, neurosurgery, spine, vascular, thoracic, pulmonary, general surgery, trauma services, robotics, hybrid cases, cardiac. We have 2 hybrid rooms and 2 DaVinci Xi robots.

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

11 Operating Rooms in the Main OR including Cardiac. 8 operating rooms around our sterile core area (OR 1-8.) Cardiac ORs 9 and 10 are across the hallway with their own pyxis station. OR 11 hybrid room is across OR 3. Another pyxis station is located between ORs 5 and 6 hallway. OR control desk is in the front right past the main double doors.

Other

Charge RN assign rest and meal breaks using white boards at the front desk. There is also a rest and meal break tracker in each room and at the front desk for staff to capture the times of their rest and meal periods. Rest and meal breaks are tracked 24/7. Mid shift staff provide rest and meal breaks then relieve the day shift to take over cases. ASTs and PSTs relieve each other for breaks and lunches and use the tracker as well. There may be occasions that the charge nurse may need to circulate and help with rest and meal breaks. In addition, the charge nurse in collaboration with the Unit Manager, may staff above the stated minimum staffing requirements each shift and as needed taking into special consideration patient acuity, complexity, and level of care. There is also a manager on Call on the Weekends that helps the charge nurse with decision-making as it pertains to daily operations. "The total amount of nurses assigned to this unit shall be shared with the total amount of nurses assigned to Walters OR for the purpose of call shifts" "A total of 22 RNs take call in this unit." A total of 7 RNs take call for Cardiac.





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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:	Walters OR					
Unit/ Clinic Type:	Operating room 9 ORs (2 robot rooms 1 Urology & 6 general rooms)					
Unit/ Clinic Address:	1617 S J St, Tacoma, WA, 98405					
Effective as of:	7/30/2024					
Day of the week						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of surg tech	Min # of UAP's
4-7 rooms Until 1500	Monday - Friday					
	Day (6:30am-15:00pm)	8	3	0	4	0
	Day (6:30am - 17:00pm)	10	5	0	5	0
	Day 8:30am - 19:00pm)	10	2	0	3	0
5 Rooms until 1700	Monday - Friday					
	Day (6:30am-15:00pm)	8	3	0	4	0
	Day (6:30am - 17:00pm)	10	4	0	4	0
	Day 8:30am - 19:00pm)	10	2	0	3	0
2 Rooms until 1900	Monday - Friday					
	Day (6:30am-15:00pm)	8	3	0	3	0
	Day (6:30am - 17:00pm)	10	2	0	2	0
	Day 8:30am - 19:00pm)	10	2	0	2	0
	Weekend					
	DAYS	8	1		1	
		10				

MAIN OR 2 Rooms (Walters RN take call and holidays in Main on rotation)		12	2		2	
	RN Charge	12	1			
			1 RN On Call		1 ST On Call	
MAIN OR Urgent/Emergent/Trauma Cases 1-2 Rooms (Walters RN take call and holidays in Main on rotation)	WEEKEND					
	NOC	8				
		10				
		12	2		2	
			1 RN On Call		1 ST On Call	

Unit Information

Shift Coverage

Unit Information

Skill mix
RNs, Surg techs: Each OR has 1 RN and 1-2 Surgical techs for each case based on case need. PST, AST assist with support of staff and anesthesiologist. Charge runs desk, secretary answers phones and cancels cases.

Level of experience of nursing and patient care staff

50% of the RNs have >2 years experience, 50% are fellows currently in training. Currently we have 5 RN fellows in our program that will complete in the spring of 2025. Surg techs 90% > 2 years experience. AST 100% > 4 years experience, PST 100 % at >3 years experience

Need for specialized or intensive equipment

OR uses many types of specialized beds, monitors, machines and equipment unique to the OR setting.

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

9 ORs: 4 in the front of the unit 5 in backside. Sterile core (in the center between ORs) which includes to pyxis stations for RNs to obtain medications. Each OR has a pyxis for anesthesia use. Charge RN desk in the front just off the elevators.

Other

Charge RN assigns breaks & lunches on white board to assure all staff receive the meal breaks in a timely manner. Mid shift staff provide lunches and breaks then take over cases relieving day shift staff. 1 Charge RN for running the front desk, assigning breaks and assisting in rooms as needed. Charge Nurse, in collaboration with unit Manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. AST and PST staff relieve each other for breaks and lunches. The total amount of nurses assigned to this unit shall be shared with the total amount of nurses assigned to the Main OR for the purpose of call shifts" "A total of 6 RNs take call in this unit"



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Recovery Services					
Unit/ Clinic Type:	Post Anesthesia Care Unit					
Unit/ Clinic Address:	1717 S J Street, Tacoma, WA 98405					
Effective as of:	7/1/2024					
Room assignment	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Call Schedule	Monday					
	Nights	on call 8 hrs	1	0	0	0
	Scheduled Nights	12	1	0	0	0
			0	0	0	0
			0	0	0	0
Call Schedule	Tuesday					
	Nights	on call 8 hrs	1	0	0	0
	Scheduled Nights	12	1	0	0	0
Call Schedule	Wednesday					
	Nights	on call 8 hrs	1	0	0	0
	Scheduled Nights	12	1	0	0	0
Call Schedule	Thursday					
	Nights	on call 8hrs	1	0	0	0
	Scheduled Nights	12	1	0	0	0
Call Schedule	Friday					
	Nights	on call 8 hrs	2	0	0	0
	Scheduled Nights	12	0	0	0	0
Call Schedule	Saturday Day	On call 12hrs	2	0	0	0
	Nights	Scheduled	1	0	0	0
		On call 12 hrs	1	0	0	0
Call Schedule	Sunday Day	On call 12hrs	2	0	0	0
	Nights	Scheduled	1	0	0	0

		On call 12hrs	1	0	0	0
--	--	---------------	---	---	---	---



DOH 346-154



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:		Recovery Services					
Unit/ Clinic Type:		Post Anesthesia Care Unit					
Unit/ Clinic Address:		1717 S J Street, Tacoma WA 98405					
Average Daily Census:		30				18 PACU Spots	
Effective as of:		7/1/2024					
# of Procedures							
# of Procedures	ift Type	Shift Length in Hours	Min # of RN's	Min # of CNA's	Min # of RN HPUS	Min # of CNA HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
0-19	PACU DAYS	12	6	0	0.00	0.00	
		10	0	1	0.00	0.00	
		8	1	0	0.00	0.00	
20-35	PACU DAYS	12	8	0	0.00	0.00	
		10	0	2	0.00	0.00	
		8	1	0	0.00	0.00	
0-4	PACU NIGHTS	12	2	0	0.00	0.00	



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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
PACU Charge RN	1	1		0

Unit Information

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

Activity such as patient admissions, discharges, and transfers

Recovery Services recover all patients from the Main Operating room except for Open Hearts and vented patients going to ICU. We also provide Phase I and Phase II recovery services to Interventional Radiology/Diagnostic Imaging and Cath Lab in addition to our scheduled volume. We do a high volume of bedholds due to room availability on the surgical floors, and limited space in Surgery Admit and Discharge Unit.

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

Main PACU provides all acuity of care from Intensive Care to Medical Surgical. We may have a combination of regular and complex level PACU patients throughout that day.

Skill mix

We have a combination of RNs and CAs on the unit. (Nurse:Patient) PACU Complex 1:1, PACU Regular 1:2 Phase II 1:2 (while in PACU) Bedholds 1:4 Care Assistants 1:10. Charge RNs can help with patient care but are not counted as core staff. Main OR Charge Call in call staff on the weekends. PACU Nurse hold ACLS/BLS and PALS certification. CA/CNA hold BLS certification

Level of experience of nursing and patient care staff

We have RN and CNA staff with 20+ years of experience to 2 years of experience.

Need for specialized or intensive equipment

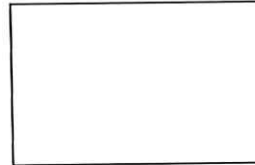
We are a post surgical recovery unit. We need the necessary emergency equipment in case of a surgical emergency or post surgical complication. These include patient monitoring equipment, Crash Carts, emergent intubation equipment, EKG machine, Bladder Scanner, Telemetry monitoring devices, surgical equipment. etc.

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

Recovery Services (Main PACU) is located on the first floor of the hospital directly behind the tower elevators and adjacent to the SADU unit.

Other

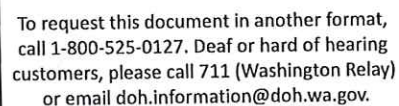
Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.
Charge RN to help with making sure breaks are taken on time.



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:		SADU					
Unit/ Clinic Type:		Surgery Admit and Discharge Unit					
Unit/ Clinic Address:		1717 S J Street, Tacoma WA 98405					
Average Daily Census:		25 cases					
Effective as of:		7/1/2024					
# of Procedures							
# of Procedures	ift Type	Shift Length in Hours	Min # of RN's	Min # of CNA's	Min # of RN HPUS	Min # of CNA HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
0-20	SADU	8	6	2	0.00	0.00	
		10	1	1	0.00	0.00	
21-25	SADU	8	7	3	0.00	0.00	
		10	1	1	0.00	0.00	
25-35	SADU	8	9	3	0.00	0.00	
		10	1	1	0.00	0.00	
		0	0	0	0.00	0.00	



Unit Information

Skill mix

SADU has a combination of RNs and CAs. Our current skill mix is as follows (Nurse to Patient) : Preop 1:1, Phase II 1:3, Bedholds 1:4. Care Assistant ratio 1:10. Charge RN can assist with patient care if needed. SADU RNs must have ACLS/BLS and PEARS cert. CA/CNA have BLS certifications. Patient ratios dependant on patient acuity.

Level of experience of nursing and patient care staff

We have RN and CNA staff with 40+ years of experience to 2 years.

Need for specialized or intensive equipment

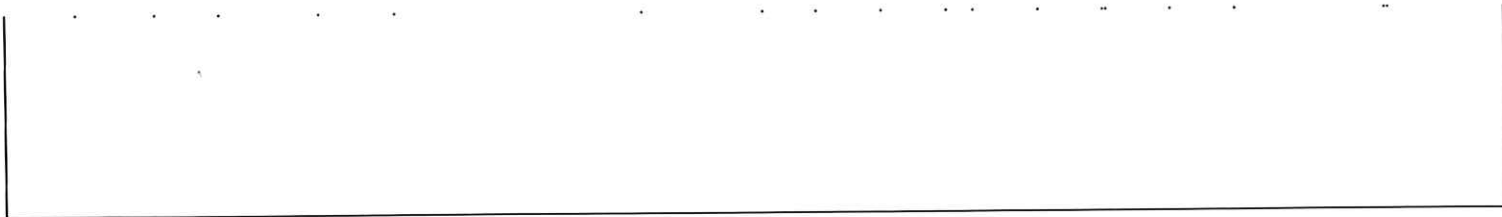
We are a pre/post surgical care unit. We need the necessary emergency equipment in case of a surgical emergency. These include patient monitoring equipment, Crash Carts, emergent intubation equipment, EKG machine, Bladder Scanner, Telemetry monitoring devices, surgical equipment. etc.

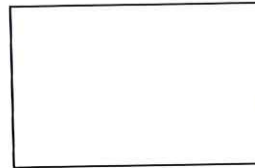
Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

SADU is located on the 1st floor of the hospital. We have 12 rooms to preop and discharge patients from. Also 1 isolation room in SADU. We have an office area and triage room for patients.

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. Rest and meal breaks are scheduled by the Charge RN. When the care assistant is off the unit on break there may be no coverage until the care assistant returns .

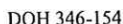




Patient Volume-based Staffing Matrix Formula Template

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:		Walters SADU					
Unit/ Clinic Type:		Pre/Post Surgical Recovery Unit					
Unit/ Clinic Address:		1617 S J St, Tacoma, WA, 98405					
Average Daily Census:		25 cases				24	
Effective as of:		7/1/2024					
# of Procedures							
# of Procedures	ift Type	Shift Length in Hours	Min # of RN's	Min # of CNA's	Min # of RN HPUS	Min # of CNA HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
0-18	SADU DAYS	8	6	4	0.00	0.00	0.03
18-30	SADU DAYS	8	10	6	0.00	0.00	0.03
0-10	PACU DAYS	12	2	0	0.00	0.00	0.03
		10	1	0	0.00	0.00	
		8	0	0	0.00	0.00	
10-20	PACU DAYS	12	2	0	0.00	0.00	0.03
		10	2	0	0.00	0.00	
		8	1	0	0.00	0.00	
20-30	PACU DAYS	12	4	1	0.00	0.00	0.03
		10	2	0	0.00	0.00	
		8	2	0	0.00	0.00	
0-4	ECU DAYS	12	1	0	0.00	0.00	0.03
		8	0	1	0.00	0.00	
	ECU NIGHTS	12	2	0	0.00	0.00	
		8	0	1	0.00	0.00	
5-8	ECU DAYS	12	2	0	0.00	0.00	0.03
		8	0	1	0.00	0.00	
	ECU NIGHTS	12	2	0	0.00	0.00	
		8	0	1	0.00	0.00	
9-10	ECU DAYS	12	3	0	0.00	0.00	0.03
		8	0	2	0.00	0.00	
	ECU NIGHTS	12	3	0	0.00	0.00	
		8	0	2	0.00	0.00	



Unit Information

Shift Coverage

[illegible]

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

Activity such as patient admissions, discharges, and transfers

Activity such as patient admissions, discharges, and transfers

WSC Perianesthesia department provides pre and post-operative care to surgical patients. We also provide post-operative care to GI patients who require general anesthesia

Average daily census fluctuates between 18-25 cases per day with an additional 2-10 GI cases being recovered in PACU

We average approx. 5 IP admissions, 15-25 outpatient discharges, 6-8 overnight ECU stays

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

Walters SADU is a unique unit. We can care for patients with various acuity levels. Walters PACU can take up to ICU level of care. Walters SADU and ECU are both Medical/Surgical Telemetry levels of Care.

Skill mix

We have a combination of RNs and CAs on the unit. One Department support assistant who covers the front desk and waiting room. (Nurse: Patient) Preop 1:1, PACU 1:2 Phase II 1:3 ECU 1:4 combination of ECU/Phase II 1:3

Level of experience of nursing and patient care staff

We have RN and CNA staff with 30 years of experience to 2 years of experience.

Need for specialized or intensive equipment

We are a post surgical care unit. We need the necessary emergency equipment in case of a surgical emergency. These include patient monitoring equipment, Crash Carts, emergent intubation equipment, EKG machine, Bladder Scanner, Telemetry monitoring devices, surgical equipment, etc.

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

Walter's SADU is located in the Outpatient Center on the 2nd floor. we have 24 rooms to preop and discharge patients from. We also have 6 Recovery Bays in our PACU and 1 Isolation room to recover patients with any airborne or other special requirements needed.

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. The total amount of nurses assigned to this unit shall be shared with the total amount of nurses assigned to Recovery Services for the purpose of call shifts" "A total of 14 RNs take call in this unit"

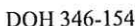


DOH 346-154

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:						
Unit/ Clinic Type:		Outpatient Surgery Center				
Unit/ Clinic Address:		6401 Kimball Drive, Gig Harbor 98335				
Average Daily Census:		6			Maximum # of Beds:	
Effective as of:		7/1/2024				
# of Procedures						
# of Rooms	ift Type	Shift Length in Hours	Min # of RN's	Min # of ST's	Min # of CNA's	Min # of UAP's
1 OR	Days	8	2	1	0	0
		10	2	1	0	0
		0	0	0	0	0
2 ORs	Days	8	4	2	1	0
		10	3	1	0	0
		0	0	0	0	0



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Additional Care Team Members

[illegible]

Unit Information

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

Activity such as patient admissions, discharges, and transfers

Description: Gig Harbor Same Day Surgery (GHSDS) is an Outpatient Surgery Center. GHSDS has 2 operating rooms. Activities include admissions, surgery and discharges. Service lines include hands, podiatry, sports medicine, GYN and urology.

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

Description: As an Outpatient Surgery Center all of GHSDS's patients must be able to ambulate and/or transfer themselves independently. There are also anesthesia exclusions for patients at GHSDS which include but are not limited to a BMI less than 45, under the age of 6, recent MI, and the need for continuous supplemental oxygen. All patients are admitted and discharged to home on day of surgery.

Skill mix

Description: 1:1 OR RN to patient ratio. 1:1 PACU RN for first 15 minutes, 3:1 Phase II RN

BLS is required for all OR RNs, STs, CAs

ACLS is required for all perianesthesia RNs

Level of experience of nursing and patient care staff

Description: 85% of the staff has over 5 years of experience in healthcare

Need for specialized or intensive equipment

Description: GHSDS's case volume includes sports medicine, podiatry, hands, GYN and Urology. Some surgical cases require specialized equipment such as the big C-arm or Laser. For these cases a Rad Tech from SJMC comes to operate the big C-arm and Laser Rep comes from the Laser company.

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

Description: GHSDS has 2 ORs, 4 pre-op/phase II patient rooms, 3 Phase I patient rooms and a 3 bed PACU bay. GHSDS has 2 pyxis machines (1 in each OR) and 1 pyxis machine in PACU. GHSDS has a dedicated equipment room.

Other

Manager posts rest and meal break sign daily. Rest and meal breaks are tracked.



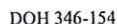
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DOH 346-154

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.

[illegible]



Unit Information

Shift Coverage

[illegible]

Unit Information

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

Activity such as patient admissions, discharges, and transfers

Description:

Description:
* This department is a regional department that supports all GI procedures at 4 hospital locations (St. Joseph Medical Center, St. Anthony Hospital, St. Clare Hospital and St. Francis Hospital). The staffing listed above describes staffing for the SJMC location on an average day.

* Staff may travel/float between these regional hospital locations each day as needed to support procedures.

* This department utilizes an LPN in certain in-scope roles, though an RN also performs the same roles and is represented in the staffing matrix instead of an LPN. For example, an RN or an LPN could be assigned to the Procedure Assistant Role, shown as a 0630-1700 shift above.

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

Description:

* Procedures performed in this department: Upper Endoscopy, Colonoscopy, Endoscopic Ultrasound, Endoscopic Retrograde Choleangiopancreatography

* This department performs three phases of care: Admission (Pre-Procedure), Procedure, Recovery/Discharge

* Patients could receive sedation for their procedure in the form of general anesthesia or propofol (administered by an Anesthesia provider) or conscious sedation (administered by an RN)

* Anesthesia Technicians are floated into our department periodically to support anesthesia turnovers

* Radiology Technicians are floated into our department periodically to support fluoroscopy procedures

Skill mix

Description:

Admit Nurse: RN only

Recovery Nurse: RN only

Procedure Room Staff #1: Documentation Nurse (RN only)

Procedure Room Staff #2: Procedure Assistant (RN, LPN or Endoscopy Technician (who carries a CNA license))

Charge Nurse: RN only

Scope Reprocessor: usually staffed by an Endoscopy Technician who carries a CNA license; could be staffed by an RN or LPN

GI on Call: 30RNs, 2 LPNs and 2 Endo Techs.

Level of experience of nursing and patient care staff

Description:

RN staff with 2 years of acute care experience can be hired into GI Department. GI RN training consists of about 11 weeks of training to the following department roles:

- * Admit/Discharge
- * Procedure Documentation
- * Procedure Assistant
- * Scope Room Reprocessing

Endoscopy Technician: must carry a CNA or Surgical Technician license; trains for about 8 weeks to 2 procedure roles: Procedure Assistant and Scope Reprocessing Technician

Need for specialized or intensive equipment

Description:

- * Upper GI Endoscope
- * Colonoscope
- * ERCP scope
- * EUS scope
- * Fluoroscopy table and machine
- * Cautery machine
- * Motorized travel procedure cart
- * Basic familiarity with Anesthesia machine

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

Description:

Patients who are intubated for their general anesthesia sedation will be transported directly to Phase I PACU immediately upon the finish of the procedure; these patients either return to the GI Lab for discharge home (if outpatients) or to their inpatient bed once they meet criteria to discharge from Phase I Recovery.

Other

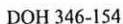
Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.

* Meal and Rest Break Plan: There is an unscheduled break in the procedure schedule for the lunch hour. Staff break themselves during this time frame. The Charge RN can also provide meal and rest breaks.



Fixed Staffing Matrix

[illegible]



Unit Information

Additional Care Team Members

[illegible]

Unit Information

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

Activity such as patient admissions, discharges, and transfers

Description:

- * Average daily census on procedure days: 20 patients
- * This is an RN-only staffed department
- * Patients are admitted (pre-procedure); Procedural staffing can be comprised of 1 or 2 RNs; Recovery of patients is performed by an RN.
- * This department does not provide care to inpatients
- * One procedure room in use, in this department

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

Description:

- Description:
- * Patients in this department are generally able to ambulate; occasionally patients will arrive in a wheelchair.
 - * Patients in this department may rarely receive conscious sedation or general anesthesia.
 - * Typical procedures performed: epidural steroid injections, joint injections, pain pump refills, radio-frequency nerve ablation therapy and discograms
 - * Depending on Physician preference and the type of procedure ordered, procedures may be scheduled every 20/30/40/60 minutes apart

Skill mix

Description:
This is an RN-only department.

Level of experience of nursing and patient care staff

Description:
* It is preferred that RNs hiring into this department have at least two years of prior experience in an Acute Care RN role.
* RNs in this department spend about 6-8 weeks learning to perform the following roles: Procedure Documentation; Admit/Recovery; Maneuvering of the c-arm/procedure assistant

Need for specialized or intensive equipment

Description:
C-arm, radio-frequency ablation unit, fluoroscopy table, lead aprons

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

Description:
This is a geographically compact and well-laid out unit. Procedure room is large and well-equipped. Staff do not need to utilize other departments for their workflow.

Other

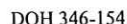
Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.

* There is an hour-long break in the procedure schedule, as well as an am/pm break period, where patients are not scheduled into. All staff lunches occur during the designated lunch period.

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:	5th floor Cardiac ICU and PCU					
Unit/ Clinic Type:	Inpatient					
Unit/ Clinic Address:	1717 S J Street Tacoma Wa					
Average Daily Census:	27			Maximum # of Beds: 32		
Effective as of:	7/1/2024					
Census						
Census	ft Type	Shift Length In hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
32	Days	12	17	0	2	0
	Nights	12	17	0	2	0
31	Days	12	16	0	2	0
	Nights	12	16	0	2	0
30	Days	12	16	0	2	0
	Nights	12	16	0	2	0
29	Days	12	15	0	2	0
	Nights	12	15	0	2	0
28	Days	12	14	0	2	0
	Nights	12	14	0	2	0
27	Days	12	13	0	2	0
	Nights	12	13	0	2	0
26	Days	12	13	0	2	0
	Nights	12	13	0	2	0
25	Days	12	12	0	2	0
	Nights	12	12	0	2	0
24	Days	12	11	0	2	0
	Nights	12	11	0	2	0
23	Days	12	11	0	2	0
	Nights	12	11	0	2	0
22	Days	12	10	0	2	0
	Nights	12	10	0	2	0
21	Days	12	10	0	2	0
	Nights	12	10	0	2	0
20	Days	12	9	0	2	0
	Nights	12	8	0	2	0
19	Days	12	8	0	2	0
	Nights	12	8	0	2	0
18	Days	12	8	0	2	0
	Nights	12	7	0	2	0
17	Days	12	7	0	2	0
	Nights	12	7	0	2	0
16	Days	12	7	0	1	0
	Nights	12	7	0	1	0
15	Days	12	6	0	1	0
	Nights	12	6	0	1	0
14	Days	12	6	0	1	0
	Nights	12	6	0	1	0
13	Days	12	5	0	1	0
	Nights	12	5	0	1	0
12	Days	12	5	0	1	0
	Nights	12	5	0	1	0
11	Days	12	4	0	1	0
	Nights	12	4	0	1	0
10	Days	12	4	0	1	0
	Nights	12	4	0	1	0
9	Days	12	4	0	1	0
	Nights	12	4	0	1	0
8	Days	12	3	0	1	0
	Nights	12	3	0	1	0
7	Days	12	3	0	0	0
	Nights	12	3	0	0	0
6	Days	12	3	0	0	0
	Nights	12	3	0	0	0
5	Days	12	2	0	0	0
	Nights	12	2	0	0	0
4	Days	12	2	0	0	0
	Nights	12	2	0	0	0
3	Days	12	2	0	0	0
	Nights	12	2	0	0	0
2	Days	12	2	0	0	0
	Nights	12	2	0	0	0
1	Days	12	2	0	0	0
	Nights	12	2	0	0	0



Unit Information

[illegible]

5th floor is made up of ICU (24 beds) and PCU (8 beds) primarily focused on Cardiac Surgery recovery, step down cardiac surgery (PCU); advanced heart failure and post MI care requiring mechanical support (ECMO, Intra-aortic balloon pump, Impella); complex medical and cardiac diagnosis and post op vascular patients requiring ICU level of care with lumbar drains. Patients are admitted from the ED, OR/PACU, procedure areas, acute care units and interfacility transfers.

ICU care includes Q1-2 vital signs and neuro assessments along with Q4hr complex assessments with 1:2 nursing care. Patients may require emergent life support-mechanical ventilation, vasoactive medication and invasive hemodynamic monitoring. Speciality care may include: Open heart recovery, Impella, Continuous Renal Replacement Therapy (CRRT) and ECMO treatment require 1:1 nursing care for the duration of the treatment.

Intra-aortic balloon pump treatment, post cardiac arrest, proning patients and patients on multiple vasocative drips being actively titrated may also require 1:1 nursing care.

Patients and their families often present in crisis, and can require significant emotional support from staff.

Skill mix

Description: Advanced Cardiac Life Support (ACLS) certified Registered Nurses; Care assistant (combined role of certified nursing assistant and unit secretary)

Level of experience of nursing and patient care staff

Description: New graduate RNs in residency program with a formal preceptor to 30 plus years of RN experience. Care Assistant <1yr to 20yrs.

Need for specialized or intensive equipment

ICU: cardiac and hemodynamic monitoring capability in each room; ceiling lifts; ICU beds and emergent bedside procedure carts to include: intubation, central/arterial line carts, tracheostomy and emergency open chest cart. Speciality equipment: Intra-aortic balloon pump is kept on the 5th floor. Respiratory equipment is brought to the unit by RT ventilators, Bipap and high flow oxygen. PCU: Peritoneal dialysis, Telemetry monitoring; local and remote monitoring 24x7, ceiling lifts. Annual education on speciality care is offered through out the year.

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

Total of 32 private rooms divided into 8 bed circular quads. Each quad has a central nurses station with a centralized cardiac monitor station, and Pxyxis/med prep station. The floor has a nutrition and supply room, an EVS closet, a dirty utility room, dirty linen chute, garbage chute, tube system access and a waiting room. Floor equipment includes: 12 lead EKG machine, a bladder scanner and a standing scale.

Other

The ICU quads are a mixed as noted by historical data of ICU, PCU, and MT/MS level of care patients.

In normal operations:

ICU level of care patients will be staffed two patients to one RN. There will be situations where patients warrant 1:1 nursing based on acuity.

PCU and MT/MS patients will be staffed with the primary nursing model three patients to one nurse.

Respiratory Therapy works closely with Critical Care managing ventilators and drawing arterial blood gases. Respiratory Therapy manages the airway and ventilation of respirator dependent patients going off the unit for procedures.

Critical Care receives extensive support from the satellite Pharmacy on the 6th floor which is open all day until midnight daily. Pharmacists respond to all Code Blues and have helped with Rapid Response.

Social Work and Care Management for discharge planning.

Critical Care medicine is on site 24/7. ICU rounds are done daily with a provider on all ICU level patients.

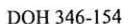
5th floor charge nurse is part of the Code Blue and Rapid Response teams. They also provide bedside procedural support and ACLS transport to the med/surg areas as needed.

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. Break plan: Break RN each shift following attached break sheet.

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:		6th floor Neuro ICU and PCU				
Unit/ Clinic Type:		Inpatient				
Unit/ Clinic Address:		1717 S. J Street Tacoma Washington				
Average Daily Census:		26			Maximum # of Beds: 32	
Effective as of:		7/1/2024				
Census:						
Census	ift Type	Shift Length In Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
32	Days	12	15	0	2	0
	Nights	12	15	0	2	0
31	Days	12	15	0	2	0
	Nights	12	15	0	2	0
30	Days	12	14	0	2	0
	Nights	12	14	0	2	0
29	Days	12	14	0	2	0
	Nights	12	14	0	2	0
28	Days	12	13	0	2	0
	Nights	12	13	0	2	0
27	Days	12	13	0	2	0
	Nights	12	13	0	2	0
26	Days	12	12	0	2	0
	Nights	12	12	0	2	0
25	Days	12	12	0	2	0
	Nights	12	12	0	2	0
24	Days	12	11	0	2	0
	Nights	12	11	0	2	0
23	Days	12	11	0	2	0
	Nights	12	11	0	2	0
22	Days	12	10	0	2	0
	Nights	12	10	0	2	0
21	Days	12	10	0	2	0
	Nights	12	10	0	2	0
20	Days	12	9	0	2	0
	Nights	12	9	0	2	0
19	Days	12	9	0	2	0
	Nights	12	9	0	2	0
18	Days	12	8	0	2	0
	Nights	12	8	0	2	0
17	Days	12	8	0	2	0
	Nights	12	8	0	2	0
16	Days	12	7	0	1	0
	Nights	12	7	0	1	0
15	Days	12	7	0	1	0
	Nights	12	7	0	1	0
14	Days	12	6	0	1	0
	Nights	12	6	0	1	0
13	Days	12	6	0	1	0
	Nights	12	6	0	1	0
12	Days	12	5	0	1	0
	Nights	12	5	0	1	0
11	Days	12	5	0	1	0
	Nights	12	5	0	1	0
10	Days	12	4	0	1	0
	Nights	12	4	0	1	0
9	Days	12	4	0	1	0
	Nights	12	4	0	1	0
8	Days	12	3	0	1	0
	Nights	12	3	0	1	0
7	Days	12	3	0	0	0
	Nights	12	3	0	0	0
6	Days	12	2	0	0	0
	Nights	12	2	0	0	0
5	Days	12	2	0	0	0
	Nights	12	2	0	0	0
4	Days	12	2	0	0	0
	Nights	12	2	0	0	0
3	Days	12	2	0	0	0
	Nights	12	2	0	0	0
2	Days	12	2	0	0	0
	Nights	12	2	0	0	0
1	Days	12	2	0	0	0
	Nights	12	2	0	0	0



Unit Information

Shift Coverage

[illegible]

Unit Information

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

Activity such as patient admissions, discharges, and transfers

FY 24 Q3

Average admit: 5.27

Average transfer: 4.52

Average DC: 0.75

Average LOS: 3.67

Average Daily Census: 25.54

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

6th floor is made up of ICU (24 beds) and PCU (8 beds) primarily focused on Neuro, Trauma, post op surgical and Pulmonary Critical Care. This floor is part of the certified Comprehensive Stroke Center and Level 2 trauma care team. Patients are admitted from the ED, OR/PACU, procedure areas, acute care units and interfacility transfers.

ICU care include Q1-2 vital signs and neuro assessments along with Q4hr complex assessments with 1:2 nursing care.

They may require emergent life support-mechanical ventilation, vasoactive medication and invasive hemodynamic monitoring.

Specialty care may include: Continuous Renal Replacement Therapy (CRRT) and acute stroke patients receiving tenecteplase treatment that require 1:1 nursing care.

Post cardiac arrest, proning patients and patients on multiple vasocative drips being actively titrated may also require 1:1 nursing care.

Progressive Care: provides intermediate critical care monitoring and nursing care for patients with moderate or potentially severe physiological

instability requiring nursing support and has the potential for rapid intervention, but not artificial life support. Standard of care for vital signs and complex assessments are every four hours. Vasoactive / anti-arrhythmic drips can be administered in PCU. PCU nursing care is 1:3 or 1:4. Patients are admitted to these units from ED, ICU downgrade, PACU, cath lab, interfacility transfers as well as direct admits from outpatient areas

Skill mix

Description: Advanced Cardiac Life Support (ACLS) certified Registered Nurses; Care assistant (combined role of certified nursing assistant and unit secretary)

Level of experience of nursing and patient care staff

Description: New graduate RNs in residency program with a formal preceptor to 25 years of RN experience. Care Assistant <1yr to 24 years.

Need for specialized or intensive equipment

Description: ICU: cardiac and hemodynamic monitoring capability in each room; ceiling lifts; ICU beds and emergent bedside procedure carts to include: intubation, central/arterial line carts, tracheostomy and neuro carts. Continuous Renal Replacement machines are housed on the 6th floor. Respiratory equipment is brought to the unit by RT ventilators, Bipap and high flow oxygen. PCU: Telemetry monitoring; local and remote monitoring 24x7, ceiling lifts. Annual education requirements: 6hrs of Stroke education and 2hrs of Trauma education.

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

Total of 32 private rooms divided into 8 bed circular quads. Each quad has a central nurses station with a centralized cardiac monitor station, and Pylaxis/med prep station. The floor has a nutrition and supply room, an EVS closet, a dirty utility room, dirty linen chute, garbage chute, tube system access and a waiting room. Floor equipment includes: 12 lead EKG machine, a bladder scanner and a standing scale.

Other

The ICU quads are mixed acuity as noted by historical data of ICU, PCU, and MT/MS level of care patients.

In normal operations:

ICU level of care patients will be staffed two patients to one RN. There will be situations where patients warrant 1:1 nursing based on acuity.

PCU and MT/MS patients will be staffed with the primary nursing model three patients to one nurse.

Respiratory Therapy works closely with Critical Care managing ventilators and drawing arterial blood gases. Respiratory Therapy manages the airway and ventilation of respirator dependent patients going off the unit for procedures.

Critical Care receives extensive support from the satellite Pharmacy on the 6th floor which is open all day until midnight daily. Pharmacists respond to all Code Blues and Rapid Responses.

Social Work and Care Management for discharge planning.

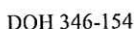
Critical Care medicine is on site 24/7. ICU rounds are done daily with a provider on all ICU level patients.

6th floor charge nurse is part of the Code Blue and Rapid Response teams. They also provide bedside procedural support and ACLS transport to the med/surg areas as needed. Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. Break plan: Break RN each shift following attached break sheet.

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:		Progressive Care 8A/D				
Unit/ Clinic Type:		Inpatient Acute Care				
Unit/ Clinic Address:		1217 South J Street				
Average Daily Census:		17.06			Maximum # of Beds: 19	
Effective as of:		7/1/2024				
# of Rooms						
Census	Shift Type	Shift Length In hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
19	Days	12	6	0	2	0
	Nights	12	6	0	1	0
18	Days	12	6	0	2	0
	Nights	12	6	0	1	0
17	Days	12	6	0	1	0
	Nights	12	6	0	1	0
16	Days	12	5	0	1	0
	Nights	12	5	0	1	0
15	Days	12	5	0	1	0
	Nights	12	5	0	1	0
14	Days	12	5	0	0	0
	Nights	12	5	0	0	0
13	Days	12	5	0	0	0
	Nights	12	5	0	0	0
12	Days	12	4	0	0	0
	Nights	12	4	0	0	0
11	Days	12	4	0	0	0
	Nights	12	4	0	0	0
10	Days	12	4	0	0	0
	Nights	12	4	0	0	0
9	Days	12	3	0	0	0
	Nights	12	3	0	0	0
8	Days	12	3	0	0	0
	Nights	12	3	0	0	0
7	Days	12	3	0	0	0
	Nights	12	3	0	0	0
6	Days	12	2	0	0	0
	Nights	12	2	0	0	0
5	Days	12	2	0	0	0
	Nights	12	2	0	0	0
4	Days	12	2	0	0	0
	Nights	12	2	0	0	0
3	Days	12	1	0	0	0
	Nights	12	1	0	0	0
2	Days	12	1	0	0	0
	Nights	12	1	0	0	0
1	Days	12	1	0	0	0
	Nights	12	1	0	0	0



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Additional Care Team Members

[illegible]

Unit Information

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

Activity such as patient admissions, discharges, and transfers

FY 24 Q3

Average admit: 4.29

Average transfer: 3.86

Average DC: 0.43

Average LOS: 2.55

Average Daily Census: 17

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

Progressive Care: provides intermediate critical care monitoring and nursing care for patients with moderate or potentially severe physiological instability requiring nursing support and has the potential for rapid intervention, but not artificial life support. Standard of care for vital signs and complex assessments are every four hours. Vasoactive / anti-arrhythmic drips can be administered in PCU. Patients are admitted to these units from ED, ICU downgrade, PACU, cath lab, interfacility transfers as well as direct admits from outpatient areas. 8/AD cares for complex medical and surgical cases including trauma, thoracic, vascular and GI surgical patients. Bedside procedures performed include: Cardioversions, Trans esophageal Echocardiograms, PD (peritoneal dialysis), chest tube and line placements.

Skill mix

Registered Nurse- Advance Cardiac Life Support (ACLS), Care assistant - Basic Life Support (BLS) (combined role of certified nursing assistant and unit secretary)

Level of experience of nursing and patient care staff

Registered Nurses: 2 years or less (50%) to 8 years. Care Assistant 1-2yr

Need for specialized or intensive equipment

Telemetry monitoring; local and remote monitoring 24x7; overhead ceiling lifts in each room. PD education is done annually and as needed in collaboration with Med/Surg.

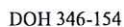
Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Two 9 bed circular nursing unit each with a nursing station that has a centralized telemetry monitor. 18 private rooms with a bathroom. 1 room that can house 2 patients during surge situations. Each unit has a dedicated pxyis/med prep station and direct access to patient care supply room.

Other

Virtual FIT support between 2000-0700; Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. Break plan: Break RN each shift following attached break sheet.



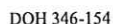


Patient Volume-based Staffing Matrix Formula Template

[illegible]

		0	0	0	0	0	0.00	0.00	0.00	0.00	8.49
40	Days	12	10	0	5	0	3.00	0.00	1.50	0.00	8.70
	Nights	12	10	0	4	0	3.00	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
39	Day	12	9	0	4	0	2.77	0.00	1.23	0.00	7.69
	Night	12	9	0	3	0	2.77	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
38	Day	12	9	0	4	0	2.84	0.00	1.26	0.00	7.89
	Night	12	9	0	3	0	2.84	0.00	0.95	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
37	Day	12	9	0	4	0	2.92	0.00	1.30	0.00	8.11
	Night	12	9	0	3	0	2.92	0.00	0.97	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
36	Day	12	9	0	4	0	3.00	0.00	1.33	#REF!	#REF!
	Night	12	9	0	3	0	3.00	0.00	1.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
35	Day	12	8	0	4	0	2.74	0.00	1.37	0.00	7.89
	Night	12	8	0	3	0	2.74	0.00	1.03	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day	12	8	0	4	0	2.82	0.00	1.41	0.00	
	Night	12	8	0	3	0	2.82	0.00	1.06	0.00	

[illegible]



Unit Information

[illegible]

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

Description:

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

Description:

- ### Skill mix

Description:

RNs, CNAs, CA,

Level of experience of nursing and patient care staff

Description:

Varies between nurses in residency with a preceptor, (<19 weeks) to nurses with greater than 25 years of experience. CNA team varies between newly licensed and CNAs with greater than 25 years experience.

Need for specialized or intensive equipment

Description:

Occasional use of high flow oxygen; frequent use of bladder scanners, ekg machines

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

Description:

- 44 beds; all shared bathrooms except for 2 rooms, 1 shared 2-bed ward room
- 12 bed observation suite
- E-shaped patient care unit, with rooms along spine and each prong of the 'E' shape
- 2nd floor South Pavilion at SJMC above cath lab and ED
- 3 Nursing stations, medication preparation carts & pyxis at or near each nursing station
- Telemetry monitoring stations at each nursing station & a tele monitoring room at back nursing station
- One private waiting area for patients/families or conferences
- 3 storage areas, 2 nutrition rooms, 2 dirty utility rooms
- On unit 2 bladder scanners, 2 ekg machines, wheelchairs, IV pumps, syringe pumps, PCA pumps

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care

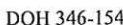
If census drops below outlined grid - the charge nurse in collaboration with the manager would work to maintain RN & CNA ratios.

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:			3 South								
Unit/ Clinic Type:			Inpatient								
Unit/ Clinic Address:			1717 S J Street, Tacoma, WA 98405								
Average Daily Census:							Maximum # of Beds:		33		
Effective as of:			7/1/2024								
Census											
# of Rooms	ift 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)
33	Days	12	8	0	4	0	2.91	0.00	1.45	0.00	8.36
	Nights	12	8	0	3	0	2.91	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
32	Days	12	8	0	3	0	3.00	0.00	1.13	0.00	8.25
	Nights	12	8	0	3	0	3.00	0.00	1.13	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
31	Days	12	7	0	3	0	2.71	0.00	1.16	0.00	7.74
	Nights	12	7	0	3	0	2.71	0.00	1.16	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Days	12	7	0	3	0	2.80	0.00	1.20	0.00	
	Nights	12	7	0	3	0	2.80	0.00	1.20	0.00	

[illegible]



Unit Information

Shift Coverage

[illegible]

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

Activity such as patient admissions, discharges, and transfers

Description:

Med-surg & telemetry unit serving a general med-surg tele population (data pulled from previous 3S unit, now on 5S)

- Average Daily census= 32
- Average number of admits=5
- Average number of discharges= 5
- Average number of transfers= 5
- Average length of stay= 5.34

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

Description:

Medical Telemetry services consists of a 33-bed unit providing care to patients who are acute and chronically ill with one or multiple systems involvement.

Accepts patients from ED and med surg transition areas. Also accepts direct admits and transfers coordinated by Mission Control and from Critical Care and other Med-Surg Units.

Patient populations include: Rapid Rule-Out MI patients, Diabetes Mellitus, Congestive Heart Failure, Acute and Chronic Respiratory Disease, Acute and Chronic Renal Disease, Gastrointestinal Disorders, Infectious Disease, Circulatory Impairments, Seizure Disorders, Any medical or surgical patients requiring telemetry monitoring, Mental Health/Behavioral/Detained patients, Overflow for COVID 19 Positive Patients

Patients with the following infusions and boluses to include titration within these parameters: Dobutamine up to 5 mcg/kg/min, Dopamine up to 5 mcg/kg/min, Nitroglycerin up to 30 mcg/min, Diltiazem drip up to 15 mg/hr. for patients already on chronic oral Diltiazem who are not able to ingest oral medications. Diltiazem may not be used for new onset heart arrhythmias on the unit.

Skill mix

Description:

RNs, CNAs,

Level of experience of nursing and patient care staff

Description:

Varies between nurses in residency with a preceptor, (<19 weeks) to nurses with greater than 25 years of experience. CNA team varies between newly licensed and CNAs with greater than 25 years experience.

Need for specialized or intensive equipment

Description:

Occasional use of high flow oxygen; frequent use of bladder scanners, ekg machines

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

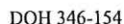
Description:

- 33 beds; all shared bathrooms except for 2 rooms,
- Hallway rooms set up
- 3rd floor South Pavilion at SJMC
- 3 Nursing stations, medication preparation carts & pyxis at or near each nursing station
- Telemetry monitoring stations at each nursing station & a tele monitoring room at back nursing station
- One conference room, 1 waiting zone, 1 break room and 1 locker room on unit
- 2 storage areas, 1 nutrition room, 2 dirty utility rooms
- On unit 1 bladder scanners, 1 ekg machine, wheelchairs, IV pumps, syringe pumps, PCA pumps

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care

If census drops below outlined grid - the charge nurse in collaboration with the manager would work to maintain RN & CNA ratios.

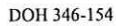


Patient Volume-based Staffing Matrix Formula Template

[illegible]

26		0	0	0	0	0	0.00	0.00	0.00	0.00	8,31
25	Day	12	6	0	3	0	2.88	0.00	1.44	#REF!	#REF!
	Night	12	6	0	3	0	2.88	0.00	1.44	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
		0	0	0	0	0	0.00	0.00	0.00	#REF!	
25		0	0	0	0	0	0.00	0.00	0.00	#REF!	
24	Day	12	6	0	3	0	3.00	0.00	1.50	0.00	9,00
	Night	12	6	0	3	0	3.00	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
24		0	0	0	0	0	0.00	0.00	0.00	0.00	
23	Day	12	5	0	3	0	2.61	0.00	1.57	0.00	8,35
	Night	12	5	0	3	0	2.61	0.00	1.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
23		0	0	0	0	0	0.00	0.00	0.00	0.00	
22	Day	12	5	0	2	0	2.73	0.00	1.09	0.00	7,64
	Night	12	5	0	2	0	2.73	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
22		0	0	0	0	0	0.00	0.00	0.00	0.00	
21	Day	12	5	0	2	0	2.86	0.00	1.14	0.00	8,00
	Night	12	5	0	2	0	2.86	0.00	1.14	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
21		0	0	0	0	0	0.00	0.00	0.00	0.00	
20	Day	12	5	0	2	0	3.00	0.00	1.20	0.00	8,40
	Night	12	5	0	2	0	3.00	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
20		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day	12	4	0	2	0	0	0	0	0	
	Night	12	4	0	2	0	0	0.00	0	0	

[illegible]



Unit Information

[illegible]

Description:

RNs, CNAs,

Level of experience of nursing and patient care staff

Description:

Varies between nurses in residency with a preceptor, (<19 weeks) to nurses with greater than 25 years of experience. CNA team varies between newly licensed and CNAs with greater than 25 years experience.

Need for specialized or intensive equipment

Description:

Occasional use of high flow oxygen; frequent use of bladder scanners, ekg machines

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

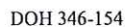
Description:

- 29 beds- all private bathrooms
- Headwall gases set up for double occupancy in case of internal disaster level volumes
- Hallway rooms set up
- 4th floor South Pavilion at SJMC
- 2 Nursing stations, medication preparation carts at or near each nursing station, pyxis both in medication rooms
- Telemetry monitoring stations at each nursing station
- One conference room, 1 waiting zone, 1 break room and 1 locker room on unit
- 2 storage areas, 1 nutrition room, 2 dirty utility rooms
- On unit 1 bladder scanners, 1 ekg machine, wheelchairs, IV pumps, syringe pumps, PCA pumps

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care

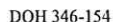
If census drops below outlined grid - the charge nurse in collaboration with the manager would work to maintain RN & CNA ratios.



Patient Volume-based Staffing Matrix Formula Template

[illegible]

[illegible]



Unit Information

Shift Coverage

[illegible]

Unit Information

(Check all that apply):

Description:

- Med/Surg Telemetry specially neurology including TIA, stroke, neuropathy, encephalopathy, neuro angiograms, downgrade post-operative craniotomies etc.
- Average Daily census- not yet open; Currently 28 bed capacity
- Average number of admits/discharges/transfers - not yet open
- Average length of stay: not yet open

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

Description:

- Medical Telemetry services consists of a 28-bed unit providing care to patients who are acute and chronically ill with one or multiple systems involvement, specialized in neurology patients
- Accepts patients from ED and med surg transition areas. Also accepts direct admits and transfers coordinated by Mission Control and from Critical Care and other Med-Surg Units.
- **Patient populations include:** Med/Surg Telemetry specialty neurology including TIA, stroke, neuropathy, encephalopathy, neuro angiograms, downgrade post-operative craniotomies etc. Aside from neurology speciality, also take patient diagnosis of Diabetes Mellitus, Congestive Heart Failure, Acute and Chronic Respiratory Disease, Acute and Chronic Renal Disease, Gastrointestinal Disorders, Infectious Disease, Circulatory Impairments, Seizure Disorders, Any medical or surgical patients requiring telemetry monitoring, Mental Health/Behavioral/Detained patients,
- **Patients with the following infusions and boluses to include titration within these parameters:** Dobutamine up to 5 mcg/kg/min, Dopamine up to 5 mcg/kg/min, Nitroglycerin up to 30 mcg/min, Diltiazem drip up to 15 mg/hr. for patients already on chronic oral Diltiazem who are not able to ingest oral medications. Diltiazem may not be used for new onset heart arrhythmias on the unit.

Skill mix

Description:

RNs, CNAs,

Level of experience of nursing and patient care staff

Description:

Varies between nurses in residency with a preceptor, (<19 weeks) to nurses with greater than 20 years of experience. CNA team varies between newly licensed and CNAs with greater than 25 years experience.

Need for specialized or intensive equipment

Description:

Occasional use of high flow oxygen; frequent use of bladder scanners, ekg machines

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

Description:

- 28 beds; all private bathrooms
- Hallway rooms set up
- 5th floor South Pavilion at SJMC
- 2 Nursing stations, medication preparation carts & pyxis at or near each nursing station
- Telemetry monitoring stations at each nursing station
- 1 waiting zone, 2 waiting areas, 1 break/locker room
- 2 storage areas, 1 nutrition room, 2 dirty utility rooms
- On unit 1 bladder scanners, 1 ekg machine, wheelchairs, IV pumps, syringe pumps, PCA pumps

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care

If census drops below outlined grid - the charge nurse in collaboration with the manager would work to maintain RN & CNA ratios.

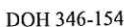
Patient Volume-based Staffing Matrix Formula Template

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:			7th								
Unit/ Clinic Type:			Inpatient								
Unit/ Clinic Address:			1717 S J Street, Tacoma, WA 98405								
Average Daily Census:							Maximum # of Beds:		36		
Effective as of:			7/1/2024								
Census											
# of Rooms	ift 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)
36	Day	12	8	0	4	0	2.74	0.00	1.37	0.00	8.23
	Night	12	9	0	3	0	3.09	0.00	1.03	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
35	Day	12	8	0	4	0	2.74	0.00	1.37	0.00	8.23
	Night	12	9	0	3	0	3.09	0.00	1.03	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
34	Day	12	8	0	4	0	2.82	0.00	1.41	0.00	8.47
	Night	12	9	0	3	0	3.18	0.00	1.06	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day	12	8	0	4	0	2.91	0.00	1.45	0.00	
	Night	12	9	0	3	0	3.27	0.00	1.09	0.00	

33		0	0	0	0	0	0.00	0.00	0.00	0.00	8.73
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
32	Day	12	8	0	4	0	3.00	0.00	1.50	0.00	8.63
	Night	12	8	0	3	0	3.00	0.00	1.13	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
31	Day	12	8	0	4	0	3.10	0.00	1.55	0.00	8.90
	Night	12	8	0	3	0	3.10	0.00	1.16	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
30	Day	12	7	0	3	0	2.80	0.00	1.20	0.00	7.60
	Night	12	7	0	2	0	2.80	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
29	Day	12	7	0	3	0	2.90	0.00	1.24	0.00	7.86
	Night	12	7	0	2	0	2.90	0.00	0.83	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
28	Day	12	6	0	3	0	2.57	0.00	1.29	0.00	
	Night	12	6	0	2	0	2.57	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

[illegible]



Unit Information

Shift Coverage

[illegible]

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

Activity such as patient admissions, discharges, and transfers

Description:

- Average Daily census: 34
- Average number of admits/discharges/transfers: 8-10
- Average length of stay: 4.35

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

Description:

Description:
Medical Telemetry services consists of a 35-bed unit providing care to patients who are acute and chronically ill with one or multiple systems involvement. There is one transitional care bed available without telemetry or oxygen.

Accepts patients from ED and med surg transition areas. Also accepts direct admits and transfers coordinated by Mission Control and from Critical Care and other Med-Surg Units.

Patient populations include: Rapid Rule-Out MI patients, Diabetes Mellitus, Congestive Heart Failure, Acute and Chronic Respiratory Disease, Acute and Chronic Renal Disease, Gastrointestinal Disorders, Infectious Disease, Circulatory Impairments, Seizure Disorders, Peritoneal Dialysis, Any medical or surgical patients requiring telemetry monitoring, Mental Health/Behavioral/Detained patients, Overflow for COVID 19 Positive Patients

Patients with the following infusions and boluses to include titration within these parameters: Dobutamine up to 5 mcg/kg/min, Dopamine up to 5 mcg/kg/min, Nitroglycerin up to 30 mcg/min, Diltiazem drip up to 15 mcg/hr. for patients already on chronic oral Diltiazem who are not able to ingest oral medications. Diltiazem may not be used for new onset heart arrhythmias on the unit.

Skill mix

Description:

RNs, CNAs, CA,

Level of experience of nursing and patient care staff

Description:

Varies between nurses in residency with a preceptor, (<19 weeks) to nurses with greater than 25 years of experience. CNA team varies between newly licensed and CNAs with greater than 25 years experience.

Need for specialized or intensive equipment

Description:

Occasional use of high flow oxygen; frequent use of bladder scanners, ekg machines, cyclor machine (peritoneal dialysis)

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

Description:

- 35 beds; all private bathrooms except, 2 shared 2-bed ward room, 1 shared 2 bed ward room and 1 2 bed ward with 1 -3rd bed Temporary bed location, 1 reverse airflow isolation rooms
- 7th floor north tower, Quad shapes, 4 quads
- 4 Nursing stations, Pyxis outside each quad, medication prep cart in each quad
- Telemetry monitoring stations at each nursing station & a tele monitoring room with charge RN office
- One waiting area for patients/families or conferences
- 1 nutrition room, 1 dirty utility room, 1 supply room, 2 equipment storage area
- On unit 1 bladder scanners, 1 ekg machines, wheelchairs, IV pumps, syringe pumps, PCA pumps, cyclor machine

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care

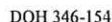
If census drops below outlined grid - the charge nurse in collaboration with the manager would work to maintain RN & CNA ratios.



Patient Volume-based Staffing Matrix Formula Template

[illegible]

14		0	0	0	0	0	0.00	0.00	0.00	9.43	
	Day	12	4	0	2	0	3.69	0.00	1.85	0.00	
	Night	12	4	0	1	0	3.69	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
13		0	0	0	0	0	0.00	0.00	0.00	10.15	
	Day	12	4	0	1	0	4.00	0.00	1.00	0.00	
	Night	12	4	0	1	0	4.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
12		0	0	0	0	0	0.00	0.00	0.00	10.00	
	Day	12	3	0	1	0	0.00	0.00	0.00	0.00	
	Night	12	3	0	1	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
11		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day	12	3	0	1	0	3.60	0.00	1.20	0.00	
	Night	12	3	0	1	0	3.60	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
10		0	0	0	0	0	0.00	0.00	0.00	9.60	
	Day	12	3	0	1	0	4.00	0.00	1.33	0.00	
	Night	12	3	0	1	0	4.00	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
9		0	0	0	0	0	0.00	0.00	0.00	10.67	



Unit Information

[illegible]

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

Description:

- Med/Surg Telemetry
- Average daily census: 17
- Average admit/discharge/transfer: <1/day
- Average length of stay: >10 days

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

Description:

Medical Telemetry services consists of a 17 -bed unit providing care to patients who are acute and chronically ill, often with limited placement options for psychosocial or societal limitations.

Accepts patients from ED and med surg transition areas. Primarily filled by inpatient transfers.

Patient populations include:Primarily patients with >14 day stay and challenges with outpatient/facility/home placement. Includes but not limited to diagnosis of, Diabetes Mellitus, Congestive Heart Failure, Acute and Chronic Respiratory Disease, Acute and Chronic Renal Disease, Gastrointestinal Disorders, Infectious Disease,Circulatory Impairments, Seizure Disorders, Peritoneal Dialysis. Any medical or surgical patients requiring telemetry monitoring, Mental Health/Behavioral/Detained patients,

Patients with the following infusions and boluses to include titration within these parameters: Dobutamine up to 5 mcg/kg/min, Dopamine up to 5 mcg/kg/min, Nitroglycerin up to 30 mcg/min, Diltiazem drip up to 15 mg/hr. for patients already on chronic oral Diltiazem who are not able to ingest oral medications. Diltiazem may not be used for new onset heart arrhythmias on the unit.

Skill mix

Description:

RN, CNAs, CA.

Level of experience of nursing and patient care staff

Description:

Varies between nurses in residency with a preceptor, (<19 weeks) to nurses with greater than 25 years of experience. CNA team varies between newly licensed and CNAs with greater than 25 years experience.

Need for specialized or intensive equipment

Description:

Occasional use of high flow oxygen; frequent use of bladder scanners, ekg machines

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

Description:

- 17 beds; 1 2 bed ward room, 1 3-bed ward room. 12 private bathrooms
- Quad set up, 8th floor in North Pavillion
- 2 Nursing stations, medication preparation carts & pyxis at or near each nursing station
- Telemetry monitoring stations at each nursing station
- 1 family waiting zone, 1 break room and 1 locker room on unit
- 1 storage area, 1 nutrition room, 1 dirty utility rooms
- On unit 2 bladder scanners, 2 ekg machine, wheelchairs, IV pumps, syringe pumps, PCA pumps

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care

If census drops below outlined grid - the charge nurse in collaboration with the manager would work to maintain RN & CNA ratios.

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:		10th floor Oncology				
Unit/ Clinic Type:		Inpatient				
Unit/ Clinic Address:		1717 S. J street Tacoma Washington				
Average Daily Census:		25.29			Maximum # of Beds: 28	
Effective as of:		7/1/2024				
Census						
Census	Shift Type	Shift Length In hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
28	Days	12	7	0	0	0
	Nights	12	7	0	0	0
	Days	8	0	0	5	0
	Eve	8	0	0	4	0
	Nights	8	0	0	2	0
27	Days	12	7	0	0	0
	Nights	12	7	0	0	0
	Days	8	0	0	5	0
	Eve	8	0	0	4	0
	Nights	8	0	0	2	0
26	Days	12	6	0	0	0
	Nights	12	6	0	0	0
	Days	8	0	0	5	0
	Eve	8	0	0	4	0
	Nights	8	0	0	2	0
25	Days	12	6	0	0	0
	Nights	12	5	0	0	0
	Days	8	0	0	5	0
	Eve	8	0	0	4	0
	Nights	8	0	0	2	0
24	Days	12	6	0	0	0
	Nights	12	5	0	0	0
	Days	8	0	0	4	0
	Eve	8	0	0	3	0
	Nights	8	0	0	2	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
23	Days	12	5	0	0	0
	Nights	12	5	0	0	0
	Days	8	0	0	4	0
	Eve	8	0	0	3	0
	Nights	8	0	0	2	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
22	Days	12	5	0	0	0
	Nights	12	4	0	0	0
	Days	8	0	0	4	0
	Eve	8	0	0	3	0
	Nights	8	0	0	2	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
21	Days	12	4	0	0	0
	Nights	12	4	0	0	0
	Days	8	0	0	3	0
	Eve	8	0	0	2	0
	Nights	8	0	0	2	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
20	Days	12	4	0	0	0
	Nights	12	4	0	0	0
	Days	8	0	0	3	0
	Eve	8	0	0	2	0
	Nights	8	0	0	2	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
19	Days	12	4	0	0	0
	Nights	12	3	0	0	0
	Days	8	0	0	3	0
	Eve	8	0	0	2	0
	Nights	8	0	0	1	0

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:		10th floor Oncology				
Unit/ Clinic Type:		Inpatient				
Unit/ Clinic Address:		1717 S. J street Tacoma Washington				
Average Daily Census:		25.29			Maximum # of Beds: 28	
Effective as of:		7/1/2024				
Census						
Census	ft Type	Shift Length in hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
19		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
18	Days	12	4	0	0	0
	Nights	12	3	0	0	0
	Days	8	0	0	3	0
	Eve	8	0	0	2	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
17	Days	12	4	0	0	0
	Nights	12	3	0	0	0
	Days	8	0	0	2	0
	Eve	8	0	0	2	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
16	Days	12	4	0	0	0
	Nights	12	3	0	0	0
	Days	8	0	0	2	0
	Eve	8	0	0	2	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
15	Days	12	4	0	0	0
	Nights	12	3	0	0	0
	Days	8	0	0	1	0
	Eve	8	0	0	1	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
14	Days	12	3	0	0	0
	Nights	12	3	0	0	0
	Days	8	0	0	1	0
	Eve	8	0	0	1	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
13	Days	12	2	0	0	0
	Nights	12	2	0	0	0
	Days	8	0	0	1	0
	Eve	8	0	0	1	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
12	Days	12	2	0	0	0
	Nights	12	2	0	0	0
	Days	8	0	0	1	0
	Eve	8	0	0	1	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0

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:		10th floor Oncology				
Unit/ Clinic Type:		Inpatient				
Unit/ Clinic Address:		1717 S. J street Tacoma Washington				
Average Daily Census:		25.29		Maximum # of Beds: 28		
Effective as of:		7/1/2024				
Census						
Census	Shift Type	Shift Length in hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
11		0	0	0	0	0
	Days	12	2	0	0	0
	Nights	12	2	0	0	0
	Days	8	0	0	1	0
	Eve	8	0	0	1	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
10	Days	12	2	0	0	0
	Nights	12	2	0	0	0
	Days	8	0	0	1	0
	Eve	8	0	0	1	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
9	Days	12	2	0	0	0
	Nights	12	2	0	0	0
	Days	8	0	0	1	0
	Eve	8	0	0	1	0
	Nights	8	0	0	1	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
8	Days	12	1	0	0	0
	Nights	12	1	0	0	0
	Days	8	0	0	1	0
	Eve	8	0	0	1	0
	Nights	8	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
7	Days	12	1	0	0	0
	Nights	12	1	0	0	0
	Days	8	0	0	0	0
	Eve	8	0	0	0	0
	Nights	8	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
6	Days	12	1	0	0	0
	Nights	12	1	0	0	0
	Days	8	0	0	0	0
	Eve	8	0	0	0	0
	Nights	8	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
5	Days	12	1	0	0	0
	Nights	12	1	0	0	0
	Days	8	0	0	0	0
	Eve	8	0	0	0	0
	Nights	8	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
	Days	12	1	0	0	0
	Nights	12	1	0	0	0
	Days	8	0	0	0	0

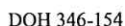


DOI# 346-154

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:		10th floor Oncology				
Unit/ Clinic Type:		Inpatient				
Unit/ Clinic Address:		1717 S. J street Tacoma Washington				
Average Daily Census:		25.29		Maximum # of Beds: 28		
Effective as of:		7/1/2024				
Census						
Census	Shift Type	Shift Length in hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
4	Eve	8	0	0	0	0
	Nights	8	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
3	Days	12	1	0	0	0
	Nights	12	1	0	0	0
	Days	8	0	0	0	0
	Eve	8	0	0	0	0
	Nights	8	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
2	Days	12	1	0	0	0
	Nights	12	1	0	0	0
	Days	8	0	0	0	1
	Eve	8	0	0	0	0
	Nights	8	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
1	Days	12	1	0	0	0
	Nights	12	1	0	0	0
	Days	8	0	0	0	0
	Eve	8	0	0	0	0
	Nights	8	0	0	0	0
		0	0	0	0	0
		0	0	0	0	0
	0	0	0	0	0	
	0	0	0	0	0	
	0	0	0	0	0	
	0	0	0	0	0	



Unit Information

[illegible]

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

FY24 thru Q3	10th
Average Admit	1.78
Average Discharges	2.8
Average LOS	6.22
ADC	26.1

Description: The Med-Surg Oncology Unit consists of 24 private acute care rooms and 4 protective environment rooms. The unit serves as the designated inpatient oncology unit for the Tacoma-King county markets. Types of specialized patient care & treatments provided include: new oncology/hematology diagnosis and work-up, chemotherapy, immunotherapy and bi specific antibody administration, radiation, end-of-life/Palliative care, complex pain management, apheresis: total RBC exchange, total plasma exchange, and leukapheresis, acute cancer-related and treatment-related symptom management and Med-Surg/Telemetry overflow. Off unit support throughout the hospital: pleurX cath drainage/patient teaching, code orange assistance, and chemotherapy administration. Chemo nurse required to go with patient off the unit to radiation, interventional radiology or other procedure if they have chemotherapy running in case there is a spill or reaction. Code orange for all hazardous drug/body fluid spills on the unit.

Skill mix

Description: Registered Nurses, Chemotherapy certified Registered Nurses, Certified Nursing Assistants and Care assistants (combined role of certified nursing assistant and unit secretary)

Level of experience of nursing and patient care staff

Description: New graduate RNs in residency program with a formal preceptor to 34 years of RN experience. A total of 6 Oncology Certified Nurses. Care Assistant/CNA <1yr to 23 years

Need for specialized or intensive equipment

Telemetry monitoring; local and remote tele monitoring 24x7; portable lifts. Specialty oncology equipment/supplies: pleurX catheters and vacutainers, closed system transfer devices (ie: Spiros) and CA-1 covers, hazardous materials spill kits, chemo gowns, chemo gloves, PAPR for volatile hazardous drug spills and PeridoxRTU decontamination liquid. Annual competencies for hazardous drug administration, hazardous spills via oncology skills day.

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

Description: Total of 28 private rooms divided into circular quads as follows: 10A: 9 rooms, 10B: 7 rooms, 10C: 4 rooms, 10D: 8 rooms. Each quad has a central nurses station with a centralized telemetry monitor station, and Pxyis/med prep station. 10B has an additional specialty pyxis cabinet for opiod and sedation medications for complex pain/comfort care patients. The floor has a nutrition and supply room, satellite oncology pharmacy office, social work/care manager office, an EVS closet, a dirty utility room, dirty linen chute, garbage chute, tube system access and a waiting room. Floor equipment includes: 12 lead EKG machine, PAPR (for volatile chemotherapy spills), CAPRs, NovaStat glucometers, a bladder scanner, interpreter iPad on wheels, medline wipe warmers, SCD machines, Alaris IV pump, PCA pump, Kangaroo tube feeding pumps, dynamaps, thermometers, 4 WOW computer carts, blanket warmer, venous doppler, crash cart, zoll defibrillator for transport, safe patient handling equipment (ie: hoover mat), emergency patient transport equipment (ie: medsled), sit to stand lift, hoyer lift and a standing scale. 10C has a special Culligan water filtration system and heppa air filtration system (creating positive pressure rooms for the severely neutrapenic) for all 4 patient rooms.

Other

Oncology pharmacy support in their satellite office on the 10th floor from 0700-2300 7 days a week. Break Support: 0830-1700 & 2100-0530 7 days/wk. Hired Break RNs, post opportunities to cover Break RN gaps. See attached break sheet. Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.



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:		Wound Clinic									
Unit/ Clinic Type:		Outpatient									
Unit/ Clinic Address:		1802 South Yakima, Suite 104 and 208, Tacoma, WA 98405									
Average Daily Census:		54			Maximum # of Beds:						
Effective as of:		10/24/2024									
# of Visits											
# of Visits	ift 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)
1-25	Days	8	2	2	2	2	0.00	0.00	0.00	0.00	0.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
26-50	Days	8	5	3	2	2	12.00	0.00	0.00	0.00	#VALUE!
		0	0	0	0	0	12.00	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
51-75+	Days	8	6	4	3	2	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN Charge Nurse	Monday - Friday	0	0	0

Unit Information

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

Activity such as patient admissions, discharges, and transfers

Clinic support of patients and provider of wound care, plastics, trauma, and Infections Disease patients.

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

Patient evaluation of wounds and incissions followed by clinic treatments.

Skill mix

RNs, LPNS and CNAs provide patient care.

Level of experience of nursing and patient care staff

Charge nurse supports newer staff, keeps clinic moving and provides care to patients. RNs have 3-10+ years of experience, LPNs have 3-10+ years of experience, CNAs have 1-10+ years of experience.

Need for specialized or intensive equipment

Clinic utilizes patient lifts and lift chairs and apply various modalities to our patients such as wound vacs.

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

Description: Clinic divided on two floors.

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care. Please see our daily assignment sheets. Beside the staff names, you can see each person's assigned lunch times. Below on the form, you can see who each person's break buddy is. Our Shared Governance committee is working on a more formalized break buddy system that will be incorporated into our new staffing sheets moving forward. They are not formalized at present, still in the

terminated break policy system that will be incorporated into our new staffing break making format. They are not terminated as presently but in the review process. The wound clinic has a built in lunch break time in the schedule but still requires staff to stagger the break times due to the morning clinic will still have patients through the entire lunch hour. As the early lunch staff finish their lunches, they will "tag out" the other staff to begin their lunch times. Breaks are taken between patient care as the schedule allows. Staff communicate with their buddy to let them know they have time to go for their break. When they return, they will then "tag out" their buddy for their break.



DOI# 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:	St Joseph Medical Center Labor and Delivery										
Unit/ Clinic Type:	Labor and Delivery, Triage, OB Operating Rooms and Antepartum										
Unit/ Clinic Address:	1717 S J Street, Tacoma, WA 98405										
Average Daily Census:	11 Deliveries per day					Maximum # of Beds:					
Effective as of:	7/1/2024										
# of Procedures											
# of Procedures	ft Type	Shift Length in hours	Min # of RN's	Min # of ST's	Min # of CNAs	Min # of UAP's	Min # of RN HFUS	Min # of ST HFUS	Min # of CNA HFUS	Min # of UAP HFUS	Total Minimum Direct PL Care HFUS (hours per unit of service)
1	Days	12	2	1	2	1	24.00	12.00	24.00	12.00	144.00
	Nights	12	2	1	2	1	24.00	12.00	24.00	12.00	
2	Days	12	3	1	2	1	12.00	6.00	12.00	6.00	72.00
	Nights	12	3	1	2	1	12.00	6.00	12.00	6.00	
3	Days	12	4	1	2	1	16.00	4.00	8.00	4.00	64.00
	Nights	12	4	1	2	1	16.00	4.00	8.00	4.00	
4	Days	12	6	1	2	1	14.40	2.40	4.80	2.40	48.00
	Nights	12	6	1	2	1	14.40	2.40	4.80	2.40	
5	Days	12	6	1	2	1	14.40	2.40	4.80	2.40	48.00
	Nights	12	6	1	2	1	14.40	2.40	4.80	2.40	
6	Days	12	8	1	2	1	19.20	2.40	4.80	2.40	48.00
	Nights	12	8	1	2	1	19.20	2.40	4.80	2.40	
7	Days	12	10	1	2	1	15.00	1.50	3.00	1.50	45.00
	Nights	12	10	1	2	1	15.00	1.50	3.00	1.50	
8	Days	12	11	1	2	1	16.50	1.50	3.00	1.50	45.00
	Nights	12	11	1	2	1	16.50	1.50	3.00	1.50	
9	Days	12	12	1	2	1	16.00	1.33	2.67	1.33	42.67
	Nights	12	12	1	2	1	16.00	1.33	2.67	1.33	
10	Days	12	14	2	2	1	16.80	2.40	2.40	1.20	44.40
	Nights	12	14	1	2	1	16.80	1.20	2.40	1.20	
11	Days	12	15	2	2	1	18.00	2.40	2.40	1.20	44.40
	Nights	12	15	1	2	1	18.00	1.20	2.40	1.20	
12	Days	12	15	2	2	1	15.00	2.00	2.00	1.00	39.00
	Nights	12	15	1	2	1	15.00	1.00	2.00	1.00	
13	Days	12	16	2	2	1	14.77	1.85	1.85	0.92	37.85
	Nights	12	16	1	2	1	14.77	0.92	1.85	0.92	
14	Days	12	16	2	2	1	12.80	1.60	1.60	0.80	34.40
	Nights	12	16	1	2	1	12.80	0.80	1.60	0.80	
15	Days	12	17	2	2	1	13.60	1.60	1.60	0.80	34.40
	Nights	12	17	1	2	1	13.60	0.80	1.60	0.80	
16	Days	12	17	2	2	1	12.75	1.50	1.50	0.75	32.25
	Nights	12	17	1	2	1	12.75	0.75	1.50	0.75	

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	M-F 8 hours	on call	on call	on call
Director	M-F 8 hours	on call	on call	on call
OB Hospitalists	24/7	24/7	24/7	24/7
OB Providers	24/7	24/7	24/7	24/7
Neonatal APPs	24/7	24/7	24/7	24/7
Lactation	8 hours	N/A	N/A	8 hours
Perinatal Social Worker	8 hours	N/A	N/A	8 hours
Anesthesia	24/7	24/7	24/7	24/7
Administrative Assistant	M-F 8 hours	N/A	N/A	N/A
Charge Nurse	24/7	24/7	24/7	24/7

Unit Information

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

Activity such as patient admissions, discharges, and transfers

Description: St Joseph Medical Center (SJMC) Labor and Delivery is a Level 3 Birthing Center. The department is licensed to provide care for pregnant people of all gestational ages. With the support of our level III NICU, we deliver patients who have reached a gestational age of 24 weeks or greater (<24 weeks on a case by case basis). All pregnant people who are greater than 16 weeks presenting to this facility with a pregnancy complaint are evaluated in the OB Triage. Annually we have over 4100 births. We also support high risk antepartum patients in collaboration with our Maternal Fetal Medicine team. SJMC L&D is the tertiary obstetrical center for Virginia Mason Franciscan Health. Once delivered, patients are transferred to our postpartum unit at SJMC.

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

Description: Nurse patient ratio: 1:1-3 based on stage of labor, prehospital diagnosis, identified risk factors, ongoing assessment of maternal and fetal and/or newborn status, and ongoing plan of care. Staffing ratios are based on AWHONN guidelines encompassing all patient types and clinical situations for obstetrical care. Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.

Skill mix

Description: RNs trained in external fetal monitoring and neonatal resuscitation, CNAs to support patient transport and daily operations of the unit, Surgical technicians/technologists to scrub into surgical cases in the OB OR, Receptionist/Scheduler to support patient and visitor access and security. We have the full complement of OB care providers-Certified Nurse Midwives, OB/GYNs, Family Practice with OB credentialing, OB Hospitalists and Maternal Fetal Medicine. The Neonatology team includes Neonatologist and Neonatal APPs and PAs.

Level of experience of nursing and patient care staff

Description: Resident RNs (20 week program with year long mentorship), RN (2-40years) specializing in obstetric care. Additional certifications: External Fetal Monitoring and Inpatient OB. RNs may have additional training to scrub into a ceseran section.

Need for specialized or intensive equipment

Description: Electronic Fetal Monitors, wireless fetal monitors, hand held fetal dopplers, nitrous oxide machine, infant warmers, OB OR table, labor beds, transcutaneous bilimeters, epidural pumps, D&C suction machine, infant scales and a postpartum hemmorrhage cart.

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

Description: 4 patient care areas (quads) surrounding a center core (not part of OB service). There are 11 LDRs, 7 antepartum/high risk rooms, 1 triage room with 3 patient care bays and 2 OB ORs. 1 nursing station is at the center of each quad. Clean utilities, dirty utilities, linen, nourishment , and medications rooms are available throughout the floor.

Other

The unit is secured and monitored 24-7. Access is granted by badge or by staff members on the unit. Infant security system is in place on the 11th, 12th and 14th floors

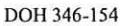


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Patient Volume-based Staffing Matrix Formula Template

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:		Saint Joseph Medical Center Family Birth Center										
Unit/ Clinic Type:		Postpartum										
Unit/ Clinic Address:		1717 South J Street, Tacoma Wa, 98405										
Average Daily Census:		15 couplets			Maximum # of Beds:			24/ Couplet care				
Effective as of:		7/1/2024										
# of Rooms												
# of Rooms	Rt 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	Days	12	2	0	0	1	24.00	0.00	0.00	12.00	72.00	
	Nights	12	2	0	0	1	24.00	0.00	0.00	12.00		
2	Days	12	2	0	0	1	12.00	0.00	0.00	6.00	36.00	
	Nights	12	2	0	0	1	12.00	0.00	0.00	6.00		
3	Days	12	2	0	0	1	8.00	0.00	0.00	4.00	24.00	
	Nights	12	2	0	0	1	8.00	0.00	0.00	4.00		
4	Days	12	2	0	0	1	6.00	0.00	0.00	3.00	18.00	
	Nights	12	2	0	0	1	6.00	0.00	0.00	3.00		
5	Days	12	2	0	0	1	4.80	0.00	0.00	2.40	14.40	
	Nights	12	2	0	0	1	4.80	0.00	0.00	2.40		
6	Days	12	2	0	1	1	4.00	0.00	2.00	2.00	16.00	
	Nights	12	2	0	1	1	4.00	0.00	2.00	2.00		
7	Days	12	3	0	1	1	5.14	0.00	1.71	1.71	12.14	
	Nights	12	3	0	1	1	5.14	0.00	1.71	1.71		
8	Days	12	3	0	1	1	4.50	0.00	1.50	1.50	15.00	
	Nights	12	3	0	1	1	4.50	0.00	1.50	1.50		
9	Days	12	3	0	1	1	4.00	0.00	1.33	0.63	11.93	
	Nights	12	3	0	1	1	4.00	0.00	1.33	0.63		
10	Days	12	4	0	2	1	4.80	0.00	2.40	1.20	16.80	
	Nights	12	4	0	2	1	4.80	0.00	2.40	1.20		
11	Days	12	4	0	2	1	4.36	0.00	2.18	1.09	15.27	
	Nights	12	4	0	2	1	4.36	0.00	2.18	1.09		
12	Days	12	4	0	2	1	4.00	0.00	2.00	1.00	14.00	
	Nights	12	4	0	2	1	4.00	0.00	2.00	1.00		
13	Days	12	5	0	2	1	4.62	0.00	1.85	0.92	14.77	
	Nights	12	5	0	2	1	4.62	0.00	1.85	0.92		
14	Days	12	5	0	2	1	4.29	0.00	1.71	0.86	13.71	
	Nights	12	5	0	2	1	4.29	0.00	1.71	0.86		
15	Days	12	5	0	2	1	4.00	0.00	1.60	0.80	12.80	
	Nights	12	5	0	2	1	4.00	0.00	1.60	0.80		
16	Days	12	5	0	2	1	3.75	0.00	1.50	0.75	12.00	
	Nights	12	5	0	2	1	3.75	0.00	1.50	0.75		
17	Days	12	5	0	3	1	3.53	0.00	2.12	0.71	12.71	
	Nights	12	5	0	3	1	3.53	0.00	2.12	0.71		
18	Days	12	6	0	3	1	4.00	0.00	2.00	0.67	13.33	
	Nights	12	6	0	3	1	4.00	0.00	2.00	0.67		
19	Days	12	6	0	3	1	3.73	0.00	1.83	0.63	12.63	
	Nights	12	6	0	3	1	3.73	0.00	1.83	0.63		
20	Days	12	6	0	3	1	3.60	0.00	1.80	0.60	12.00	
	Nights	12	6	0	3	1	3.60	0.00	1.80	0.60		
21	Days	12	7	0	3	1	4.00	0.00	1.71	0.57	12.57	
	Nights	12	7	0	3	1	4.00	0.00	1.71	0.57		
22	Days	12	7	0	3	1	3.82	0.00	1.64	0.55	12.00	
	Nights	12	7	0	3	1	3.82	0.00	1.64	0.55		
23	Days	12	7	0	3	1	84.00	0.00	35.00	12.00	264.00	
	Nights	12	7	0	3	1	84.00	0.00	35.00	12.00		
24	Days	12	8	0	3	1	4.00	0.00	1.50	0.50	12.00	
	Nights	12	8	0	3	1	4.00	0.00	1.50	0.50		



Unit Information

Unit Information

Description: Nurse patient ration 1:3 couplets. Acuity levels based on diagnosis, identified risk factors, ongoing assessment of maternal or newborn status and ongoing plan of care. Staffing ratios based on AWHONN Guidelines encompassing all patient types and clinical situations for obstetrical care. Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.

Skill mix

Description: RNs trained in neonatal resuscitation, CNAs to support patient transport and daily operations of the unit, Receptionist/Scheduler to support patient and visitor access and security. We have the full complement of OB care providers-Certified Nurse Midwives, OB/GYNs, Family Practice with OB credentialing, OB Hospitalists and Maternal Fetal Medicine. The Pediatric team includes Pediatricians, Neonatologist and Neonatal APPs and PAs.

Level of experience of nursing and patient care staff

Description: Resident RNs (18 week program with year long mentorship), RN (2-35 years) specializing in maternal newborn care. Additional RN certifications could include International Board of Lactation Consultants or Maternal Newborn Nursing

Need for specialized or intensive equipment

Description: Infant warmers, phototherapy blankets and banks, postpartum hemorrhage cart and transcutaneous bilirimeters

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

Description: Three patient care areas (quads) surrounding a centralized nurses stations, medication room, and secretary/receptionist desk. Clean utilities, dirty utilities, linen and nourishment areas are available throughout the unit.

Other

Description: The unit is secured and monitored 24-7. Access is granted by badge or by staff members on the unit. Infant security system is in place on the 11th, 12th and 14th floors



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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:			NICU									
Unit/ Clinic Type:			Inpatient									
Unit/ Clinic Address:			1717 South J Street									
Average Daily Census:			24				Maximum # of Beds:				34	
Effective as of:			7/1/2024									
# of Rooms												
# of Rooms	Rt 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	Days	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00	
	Nights	12	2	0	0	0	24.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
2	Days	12	2	0	0	0	12.00	0.00	0.00	0.00	24.00	
	Nights	12	2	0	0	0	12.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
3	Days	12	2	0	0	0	8.00	0.00	0.00	0.00	16.00	
	Nights	12	2	0	0	0	8.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
4	Days	12	2	0	0	0	6.00	0.00	0.00	0.00	12.00	
	Nights	12	2	0	0	0	6.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
5	Days	12	3	0	0	0	7.20	0.00	0.00	0.00	14.40	
	Nights	12	3	0	0	0	7.20	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
6	Days	12	3	0	0	0	6.00	0.00	0.00	0.00	12.00	
	Nights	12	3	0	0	0	6.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
7	Days	12	3	0	1	0	5.14	0.00	1.71	0.00	13.71	
	Nights	12	3	0	1	0	5.14	0.00	1.71	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
8	Days	12	4	0	1	0	6.00	0.00	1.50	0.00	15.00	
	Nights	12	4	0	1	0	6.00	0.00	1.50	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
	Days	12	4	0	1	0	5.33	0.00	1.33	0.00		
	Nights	12	4	0	1	0	5.33	0.00	1.33	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		

9		0	0	0	0	0	0.00	0.00	0.00	0.00	13.33
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
10	Days	12	4	0	1	0	4.80	0.00	1.20	0.00	12.00
	Nights	12	4	0	1	0	4.80	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
11	Days	12	5	0	1	0	5.45	0.00	1.09	0.00	13.09
	Nights	12	5	0	1	0	5.45	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
12	Days	12	5	0	1	0	5.00	0.00	1.00	0.00	12.00
	Nights	12	5	0	1	0	5.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
13	Days	12	5.5	0	1	0	5.08	0.00	0.92	0.00	12.00
	Nights	12	5.5	0	1	0	5.08	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
14	Days	12	6	0	1	0	5.14	0.00	0.86	0.00	12.00
	Nights	12	6	0	1	0	5.14	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
15	Days	12	6	0	1	0	4.80	0.00	0.80	0.00	11.20
	Nights	12	6	0	1	0	4.80	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
16	Days	12	7	0	1	0	5.25	0.00	0.75	0.00	12.00
	Nights	12	7	0	1	0	5.25	0.00	0.75	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
17	Days	12	7.5	0	1	0	5.23	0.00	0.71	0.00	12.00
	Nights	12	7.5	0	1	0	5.23	0.00	0.71	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
18	Days	12	8	0	1	0	5.33	0.00	0.67	0.00	12.00
	Nights	12	8	0	1	0	5.33	0.00	0.67	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
19	Days	12	8	0	1	0	5.05	0.00	0.63	0.00	12.00
	Nights	12	8	0	1	0	5.05	0.00	0.63	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

20		0	0	0	0	0	0.00	0.00	0.00	0.00	11.37
	Days	12	8.5	0	1	0	5.10	0.00	0.00	0.00	
	Nights	12	8.5	0	1	0	5.10	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
21	Days	12	9	0	1	0	5.14	0.00	0.57	0.00	11.40
	Nights	12	9	0	1	0	5.14	0.00	0.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
22	Days	12	10	0	1	0	5.45	0.00	0.55	0.00	11.43
	Nights	12	10	0	1	0	5.45	0.00	0.55	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
23	Days	12	10	0	1	0	5.22	0.00	12.00	0.00	12.00
	Nights	12	10	0	1	0	5.22	0.00	12.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
24	Days	12	11	0	1	0	5.50	0.00	0.50	0.00	34.43
	Nights	12	11	0	1	0	5.50	0.00	0.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
25	Days	12	11	0	1	0	5.38	0.00	0.48	0.00	12.00
	Nights	12	11	0	1	0	5.38	0.00	0.48	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
26	Days	12	12	0	1.25	0	5.54	0.00	15.00	0.00	41.68
	Nights	12	12	0	1.25	0	5.54	0.00	15.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
27	Days	12	14	0	1.25	0	6.22	0.00	0.56	0.00	13.56
	Nights	12	14	0	1.25	0	6.22	0.00	0.56	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
28	Days	12	14	0	1.25	0	6.00	0.00	0.54	0.00	13.07
	Nights	12	14	0	1.25	0	6.00	0.00	0.54	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
29	Days	12	14	0	1.25	0	5.79	0.00	0.52	0.00	12.62
	Nights	12	14	0	1.25	0	5.79	0.00	0.52	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RTs 7days/week	1-3		1-3	1-3
PTs 5 days/week	1			
Lactation RNs 5 days/week	1			
Pharmacy 7 days/week	1			1
APPs 7 days/ week	2		2	2
Neonatologist 7 days / week	1		on call	1
Registered Dietician 5 days/week	1			
Charge RN	1			

Unit Information

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

Ave = Activity such as patient admissions, discharges, and transfers

Description: The NICU has been using a validated and interreliable acuity tool since 2018-2019 which takes into consideration admissions, discharges and transfers in/out. The content validity for the NICU acuity tool was S-CVI/Ave = 0.98. Interrater reliability for the NICU acuity tool was ICC = 0.95. Depending on the acuity of the babies in the unit we will have a flex RN who can support the charge nurse, the bedside nurses as well as supporting admits and discharges. The acuity tool we have been using: https://journals.lww.com/mcnjournal/fulltext/2023/01000/acuity_tools_for_the_antepartum_and_neonatal.2.aspx

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

Description: The NICU is a hospital within a hospital. We are responsible for all admits, discharges and transfers plus our babies are ICU, PCU, and Med/Surg level of care all in one unit. For these reasons the acuity staffing model is able to support the babies needs as well as the nurses needs when it comes to patient assignments

Skill mix

Description: The NICU staffing supports a RN only staffing model with support from ancillary staff to include: RTs, PTs, CA, lactation, pharmacy and dieticians.

Level of experience of nursing and patient care staff

Description: The dayshift team has an average of 14 years of experience and the nightshift team members have an average of 4.25 years of experience. We are very lucky to have all the nightshift charge nurses with extensive level III and IV experience and an average of 7.25 years of experience amongst the charge nurses on nightshift.

Need for specialized or intensive equipment

Description: The NICU has Drager ventilators, INO, oscillators, for respiratory support and we have all the NG/OG feeding tubes and IV pumps necessary to support the babies different levels of care

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

Description: The NICU consists of 3 quads on 12th floor and then the center core on 14th floor to care for all levels of NICU babies. The unit admits all extremely low birth weight (ELBW) infant to the small baby unit (SBU) in D quad until they are > 28 weeks gestation when they are transferred to a private room in B or C quad. The unit is a mixed open bay/ private room configuration. Each quad has a nursing station, pyxis and all treatments are done at the bedside.

Other

Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift as needed taking specifically into consideration acuity and level of care.



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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:		Midwifery Birthing Center at St. Joseph Medical Center									
Unit/ Clinic Type:		Outpatient Birthing Center									
Unit/ Clinic Address:		1708 South Yakima #20, Tacoma, WA 98405									
Average Daily Census:		16 births per month				Maximum # of Beds:			3 birth suites, 2 triage		
Effective as of:		12/16/2024									
# of Procedures											
# of Procedures	ift Type	Shift Length in hours	Min # of RN's	Min # of Doula	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of Doula	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1 labor	Days	12	1	1	0	0	12.00	12.00	0.00	0.00	48.00
	Nights	12	1	1	0	0	12.00	12.00	0.00	0.00	
2 labor	Days	12	2	1	0	0	12.00	12.00	0.00	0.00	48.00
	Nights	12	2	1	0	0	12.00	12.00	0.00	0.00	
3 labor	Days	12	3	1	0	0	12.00	12.00	0.00	0.00	48.00
	Nights	12	3	1	0	0	12.00	12.00	0.00	0.00	
Triage	Days	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	Nights	12	1	0	0	0	12.00	0.00	0.00	0.00	
Newborn Visit Follow Up	Days	8	1	0	0	0	8.00	0.00	0.00	0.00	8.00

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Certified Nurse Midwife	on call	on call	on call	on call
Clinical Manager	M-F- 8 hours	on call	on call	on call
Director	M-F- 8 hours	on call	on call	on call

Unit Information

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

Description:

The Midwifery Birth Center is located in the St. Joseph Medical Clinic on the lobby level. It opened August 15, 2016 and is an outpatient department of St. Joseph Medical Center. The North Skybridge connects the St Joseph Medical Clinic to St. Joseph Hospital and it takes 5-8 minutes to transfer a patient from the MBC to the 14th (LD), 11th (Postpartum) or 12th (NICU) floor.

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

This unit was designed to care for low risk obstetrical patients who desire a vaginal birth without using an Epidural. The Midwifery Model of care is practiced and this center is very much like giving birth at home or in a freestanding Birthing Center. Labor length of stay is less than 24 hours and postpartum length of stay is 6-12 hours. The triage is 1 RN to 1-2 patients. Active labor, through 2 hours of birth is 1 patient to 1 RN. After recovery is completed, 1 RN to 1-3 post partum patients. Newborn follow up to 1 RN to 1 newborn. 1 RN could have a newborn appointment and 1 post partum patient. The L&D Charge nurse oversees the staffing in the unit to determine the appropriate mix of staffing for safety and census. The Charge Nurse collaborates with the staff to determine how to manage mandatory breaks. Breaks are tracked via the FBC L & D break sheet. See attached tab

Skill mix

The Certified Nurse Midwife (CNM) remains in the MBC with the pregnant person from admission until stable after giving birth. Each birth is attended by 1 CNM, 1 RN, and 1 doula or nursing care assistant. The newborn returns to the MBC within 24-36 hours for a newborn follow up visit by an RN where newborn labs and screenings are performed.

Level of experience of nursing and patient care staff

Labor & Delivery RNs are specialty trained in low risk physiological birth. Doulas are specialty trained as a labor doula and are certified. If we do not have a doula available, we can have a cross trained Care Assistant (CNA) as the 3rd staff member to support our safety plan for transfers to St Joseph Medical Center if needed

If needed.

Need for specialized or intensive equipment

The outpatient Midwifery Birthing Center has an external fetal monitor and hand held fetal dopplers to monitor fetal heart rates. A dinemap and manual BP machine to monitor the adult patient. Patients may use a nitrous machine for pain control during labor. We have medications in the locked Pyxis machine, emergency oxygen in a tank on wheels, infant scales, a postpartum hemorrhage cart, IV pumps for IV medications, emergency equipment for a neonatal resuscitation (portable oxygen, Ambu Bag, portable oxygen saturation monitor), transcutaneous bilirimeters and gurney for maternal transport. Our birthing suites have a large double bed, large bathtub, and large shower. Baby has a crib. We have an AED machine.

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

The outpatient Midwifery Birthing Center is in a medical office building attached to St. Joseph Medical Center by a skybridge. Our building has its own entrance, that is locked after business hours. The unit is locked 27/4 with birth center staff monitoring access by patients and families. There are two small triage rooms and 3 large birthing suites for labor, delivery and postpartum. We have a locked staff and medication area. We have a staff locker room and 2 CNM provider sleep rooms. There is a dirty utility room and a clean storage room.

Other

If any patient needs a higher level of care, they are transferred via the building elevator, skybridge and the St Joseph Medical Center tower elevator to L&D, Postpartum, or NICU. It takes 5-7 minutes to transfer a maternal patient via gurney or newborn via a crib or gurney. Charge nurse, in collaboration with unit manager, may staff above the stated minimum staffing requirements each shift and as needed taking specifically into consideration acuity and level of care.