

# COVER PAGE

The following is the comprehensive hospital staffing plan for MultiCare Tacoma General/Allenmore Hospital 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: 12/16/24

I, the undersigned with responsibility for MultiCare Tacoma General/Allenr 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: Eddie Bratko

### Hospital Information

Name of Hospital: MultiCare Tacoma General Allenmore Hospital		
Hospital License #: HAC.FS.00000176		
Hospital Street Address: 315 Martin Luther King Jr Way		
City/Town: Tacoma	State: WA	Zip code: 98405
Is this hospital license affiliated with more than one location?		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If "Yes" was selected, please provide the location name and address		MultiCare Allenmore Hospital 1901 S Union Ave Tacoma WA 98405
Review Type:	<input checked="" type="checkbox"/> Annual	Review Date: 12/4/24
	<input type="checkbox"/> Update	Next Review Date:
Effective Date: 1/1/25		
Date Approved: 12/4/24		

## Hospital Information Continued (Optional)

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

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

Description:

- ☒ Terms of applicable collective bargaining agreement

Description:

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

Description:






- ☒ Hospital finances and resources

Description:

- ☐ Other

Description:

## Signature

CEO & Co-chairs Name:	Signature:	Date:
Eddie Bratko - President		12/11/24
Raylene Alred - Tacoma General Co Chair		12/13/24
Michelle Stevenson - Tacoma General Co Chair		12/12/24
Avery Toerber - Allenmore Co-Chair		12/11/24
Collen Blackburn - Allenmore Co-Chair		12/11/24

Total Votes	
# of Approvals	# of Denials
Allenmore - 15	Allenmore - 0
Tacoma General - 22	Tacoma General - 1

Access unit staffing matrices here.

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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:		TGH Surgical Intermediate Care									
Unit/ Clinic Type:		Adult Medical Surgical									
Unit/ Clinic Address:		315 Martin Luther King Jr Way, Tacoma 98405									
Average Daily Census:		56.79				Maximum # of Beds:			66		
Effective as of:		12/2/2024									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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)
66	0700-1930	12	14	0	7	0	2.55	0.00	1.27	0.00	
	1900-0730	12	14	0	7	0	2.55	0.00	1.27	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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]





59	0700-1930	12	13	0	7	0	2.64	0.00	1.42	0.00	8.14
	1900-0730	12	13	0	7	0	2.64	0.00	1.42	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
58	0700-1930	12	13	0	7	0	2.69	0.00	1.45	0.00	8.28
	1900-0730	12	13	0	7	0	2.69	0.00	1.45	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
57	0700-1930	12	12	0	7	0	2.53	0.00	1.47	0.00	8.00
	1900-0730	12	12	0	7	0	2.53	0.00	1.47	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	12	0	7	0	2.57	0.00	1.50	0.00	
	1900-0730	12	12	0	7	0	2.57	0.00	1.50	0.00	

56		0	0	0	0	0	0.00	0.00	0.00	0.00	8.14
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
55	0700-1930	12	12	0	6	0	2.62	0.00	1.31	0.00	7.85
	1900-0730	12	12	0	6	0	2.62	0.00	1.31	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
54	0700-1930	12	12	0	6	0	2.67	0.00	1.33	0.00	8.00
	1900-0730	12	12	0	6	0	2.67	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	12	0	6	0	2.72	0.00	1.36	0.00	
	1900-0730	12	12	0	6	0	2.72	0.00	1.36	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

53		0	0	0	0	0	0.00	0.00	0.00	0.00	8.15
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
52	0700-1930	12	11	0	6	0	2.54	0.00	1.38	0.00	7.85
	1900-0730	12	11	0	6	0	2.54	0.00	1.38	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
51	0700-1930	12	11	0	6	0	2.59	0.00	1.41	0.00	8.00
	1900-0730	12	11	0	6	0	2.59	0.00	1.41	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
50	0700-1930	12	11	0	6	0	2.64	0.00	1.44	0.00	
	1900-0730	12	11	0	6	0	2.64	0.00	1.44	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	





43	0700-1930	12	10	0	5	0	2.79	0.00	1.40	0.00	8.37
	1900-0730	12	10	0	5	0	2.79	0.00	1.40	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
42	0700-1930	12	9	0	5	0	2.57	0.00	1.43	0.00	8.00
	1900-0730	12	9	0	5	0	2.57	0.00	1.43	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
41	0700-1930	12	9	0	5	0	2.63	0.00	1.46	0.00	8.20
	1900-0730	12	9	0	5	0	2.63	0.00	1.46	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	9	0	5	0	2.70	0.00	1.50	0.00	
	1900-0730	12	9	0	5	0	2.70	0.00	1.50	0.00	



## Unit Information

[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:

TGH Surgical Intermediate Care is a 66-bed adult medical surgical unit combined between floors 2, 4, and 5 Rainier.

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

Description:

This unit cares for post-surgical patients including urological, trauma, spine, orthopedic, EENT, abdominal, general surgeries, neurology and other general medical patients. 2R receives next-day and GYN post surgical patients and general medical patients.

- Staffing numbers based on unit geography considerations. This unit is spread between 3 floors in 2,4, and 5 Rainier.
- Floors 2,4,5 Rainier are supported by 2 HUCs for 12 hours during the day.
- CNA staffing may increase based on number of CORA/COSI/HW patients per shift.
- One (1) break nurse (RN or LPN) supports 7 RNs; adjusted based on number of nurses on the unit that need break coverage.
- When unit census reaches 40, close 2R and consolidate patients in 4R and 5R



☐ Skill mix

Description:

☒ Level of experience of nursing and patient care staff

Description:

10% RNs with >20 years experience, 23% with 5-10 years experience; 67% under 5 years experience  
When available, staffing is adjusted to ensure experienced RNs are equitably assigned in each floor to support new nurses

☐ Need for specialized or intensive equipment

Description:

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

Description:

TGH Surgical Intermediate Care is a 66-bed adult medical surgical unit combined between floors 2, 4, and 5 Rainier.

2R has 12 private rooms with remote telemetry monitoring, without dialysis capability. 4R has 19 private rooms with remote telemetry monitoring capability, four with negative pressure, and 19 rooms with dialysis capability. 5R has 35 beds, with private and semi-private rooms. All rooms have remote telemetry monitoring capability, five with negative pressure, 18 equipped with ceiling lifts and nine rooms with dialysis capability.

- ☐ Other

Description:



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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.

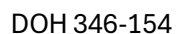
<b>Unit/ Clinic Name:</b>	<b>6 Rainier Med Onc</b>										
<b>Unit/ Clinic Type:</b>	<b>Inpatient</b>										
<b>Unit/ Clinic Address:</b>	<b>315 Martin Luther King Jr Way, Tacoma WA 98405</b>										
<b>Average Daily Census:</b>	<b>31.57</b>					<b>Maximum # of Beds:</b>	<b>36</b>				
<b>Effective as of:</b>	<b>12/2/2024</b>										
<b>Census</b>											
Please select metric type	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)
36	0700-1930	12	8	0	4	0	2.67	0.00	1.33	0.00	
	1900-0730	12	8	0	4	0	2.67	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	

[illegible]



29	0700-1930	12	6	0	3	0	2.48	0.00	1.24	0.00	7.45
	1900-0730	12	6	0	3	0	2.48	0.00	1.24	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1930	12	6	0	3	0	2.57	0.00	1.29	0.00	7.71
	1900-0730	12	6	0	3	0	2.57	0.00	1.29	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1930	12	6	0	3	0	2.67	0.00	1.33	0.00	8.00
	1900-0730	12	6	0	3	0	2.67	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	
		0	0	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	6	0	3	0	2.77	0.00	1.38	0.00	
	1900-0730	12	6	0	3	0	2.77	0.00	1.38	0.00	

26		0	0	0	0	0	0.00	0.00	0.00	0.00	8.31
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1930	12	5	0	3	0	2.40	0.00	1.44	0.00	7.68
	1900-0730	12	5	0	3	0	2.40	0.00	1.44	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
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## Unit Information

[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:

6 Rainier Med Onc Intermediate Care Unit is a 36-bed unit.

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

Description:

Additional resources utilized for patient acuity with chemo administration. Additional CNA for CORA/COSI as needed/required. One (1) break nurse (RN or LPN) supports 7 RNs; adjusted based on number of nurses on the unit that need break coverage.

☒ Skill mix

Description:

Staffed with charge nurse not assigned to provide direct patient care. Additional resources utilized for residents based on the Transition to Practice Program.

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

Description:

- ☒ 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 comprised of two teams and have two nurse's stations, pyxis, and supply rooms.

- ☐ Other

Description:



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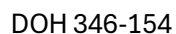
## Patient Volume-based Staffing Matrix Formula Template

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:		7 Olympic Medical Care									
Unit/ Clinic Type:		Inpatient									
Unit/ Clinic Address:		315 Martin Luther King Jr Way, Tacoma WA 98405									
Average Daily Census:		15.32				Maximum # of Beds:			18		
Effective as of:		12/2/2024									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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)
18	0700-1930	12	4	0	2	0	2.67	0.00	1.33	0.00	
	1900-0730	12	4	0	2	0	2.67	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	







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## 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:

7 Olympic is a 18-bed adult medical care unit.

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

Description:

Additional CNA for CORA/COSI as needed/required. One (1) break nurse (RN or LPN) supports 7 RNs; adjusted based on number of nurses on the unit that need break coverage.



☒ Skill mix

Description:

Staffed with charge nurse not assigned to provide direct patient care. Additional resources utilized for residents based on the Transition to Practice Program.

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

Description:

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

Description:

- ☐ Other

Description:



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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:		Tacoma General Hospital									
Unit/ Clinic Type:		MedSurg ICU/PCU									
Unit/ Clinic Address:		315 Martin Luther king Jr. Way, Tacoma, WA 98415									
Average Daily Census:		36				Maximum # of Beds:			36		
Effective as of:		12/2/2024									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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	0700-1930	12	14	0	3	0	4.67	0.00	1.00	0.00	
	1900-0730	12	14	0	3	0	4.67	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	



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29	0700-1930	12	11	0	3	0	4.55	0.00	1.24	0.00	11.59
	1900-0730	12	11	0	3	0	4.55	0.00	1.24	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1930	12	11	0	3	0	4.71	0.00	1.29	0.00	12.00
	1900-0730	12	11	0	3	0	4.71	0.00	1.29	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
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		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1930	12	11	0	3	0	4.89	0.00	1.33	0.00	12.44
	1900-0730	12	11	0	3	0	4.89	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
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## Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
STAT RN	Yes	Yes	Yes	Yes
VAT	Yes	Yes	No	Yes
Tele transport RN	Yes	Yes	Yes	Yes
Critical Care Transport RN	Yes	Yes	Yes	Yes
Clinical Assistant Nurse Manager	Yes	Yes	Yes	Yes
NAR (CNA in training)	Yes	Yes	Yes	Yes
Nurse Tech	Yes	Yes	Yes	Yes
Phelebtomy ?	Yes	Yes	Yes	Yes
Patient Transport Staff?	Yes	Yes	Yes	Yes
EVS?	Yes	Yes	Yes	Yes
HUCs	Yes	Yes	No	Yes
Discharge nurse				
Charge Nurse (ICU break Nurse coverage)	Yes	Yes	Yes	Yes

## 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:

CNA need will increase based on sitter needs  
RN count includes 2 break nurses

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

Description:

Staffing number adjusted based on number of ICU patients; max capacity ICU patient is 9



☒ Skill mix

Description:

Unit is mixed acuity with ICU and PCU RNs

Unit has one Grandfathered in LPN who can utilized as break nurse or CNA on the floor or as a constant observer

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

Description:

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

Description:

Unit is split between 2 floors, 18 beds per floor and pending census per floor will impact RN and CNA needs. Each floor has it's own charge nurse and break nurse.

- ☐ Other

Description:



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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:		Tacoma General Hospital									
Unit/ Clinic Type:		Nuero Trauma ICU/PCU									
Unit/ Clinic Address:		315 Martin Luther king Jr. Way, Tacoma, WA 98415									
Average Daily Census:		35				Maximum # of Beds:			39		
Effective as of:		12/2/2024									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	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)
39	0700-1930	12	21	0	3	0	6.46	0.00	0.92	0.00	
	1900-0730	12	21	0	3	0	6.46	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	





32	0700-1930	12	16	0	3	0	6.00	0.00	1.13	0.00	14.25
	1900-0730	12	16	0	3	0	6.00	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	0700-1930	12	16	0	3	0	6.19	0.00	1.16	0.00	14.71
	1900-0730	12	16	0	3	0	6.19	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	0700-1930	12	15	0	3	0	6.00	0.00	1.20	0.00	14.40
	1900-0730	12	15	0	3	0	6.00	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	
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## Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
NAR to NAC	X	X	X	X
RN Fellow	X	X	X	X
RN Resident	X	X	X	X
Respiratory therapy	X	X	X	X
Social work	X			X
Care Management	X			X
Physical Therapy	X	X		X
Occupational Therapy	X	X		X
Speech Therapy	X	X		X
Pharmacist critical care	X	X		
VAT	X	X		
Critical Care Transport	X	X	X	X
Transport RN	X	X	X	X
Discharge RN	X			
STAT Nurse	X			
Charge Nurse	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:

Staffing plan is adjusted based on patient census which is directly affected by admission, discharge, and transfers. This can fluctuate frequently and significantly during the shift.

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

Description:

Nursing care is provided for unstable adult medical, surgical, neuro, and trauma patients. The ICU supports a Level II Trauma system and Comprehensive Stroke Program. Most of the patient population consists of the following:

- Neuro – SAH, SDH, Acute Stroke, TPA, Seizure
- Trauma – Ortho, Spine, Thoracic
- Sepsis
- DKA
- Drug overdose
- Suicide Ideation



☒ Skill mix

Description:

The condition of the critically ill patient can rapidly change, the charge nurse or nursing leadership will make immediate adjustments to support acuity. Relying on staffing ratios alone can ignore the variance in patient needs and acuity.

ICU care is provided to patients following the American Association of Critical Care Nurses (AACN) Scope & Standards for Acute and Critical Care Nursing Practice.

ICU care is provided to patients following the American Society of Peri-Anesthesia Nurses (ASPN) to support the immediate care of urgent post surgical patients.

☐ Level of experience of nursing and patient care staff

Description:

.

☒ Need for specialized or intensive equipment

Description:

Patient care requiring the use of specialized equipment including (but not limited to) Continuous Renal Replacement Therapy, Targeted Temperature Management, and Rapid Transfusions (mass transfusion protocol) can rapidly change the acuity of the unit and may require additional RNs for patient care.

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

Description:

- ☐ Other

Description:



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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:		Tacoma General Hospital Campus Pulse Cardiac Care Unit									
Unit/ Clinic Type:		Inpatient Progressive Care Unit LOC									
Unit/ Clinic Address:		315 Martin Luther King Jr Blvd, 7th Floor Philips Tower, Tacoma WA 98405									
Average Daily Census:		8				Maximum # of Beds:			8		
Effective as of:		2-Dec-24									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
8	DAY	12	3	0	0	0	4.50	0.00	0.00	0.00	
	NOC	12	3	0	0	0	4.50	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

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## Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge Nurse as needed	8hrs	8 hrs	8 hrs	24/7 coverage
Flex/Break Nurse as needed	8hrs	8 hrs	8 hrs	24/7 coverage
CORA/COSI PCTs as needed	8hrs	8 hrs	8 hrs	24/7 coverage
Monitor Tech/HUC	8hrs	8 hrs	8 hrs	24/7 coverage
STAT RN	8hrs	8 hrs	8 hrs	24/7 coverage
House Supervisor	8hrs	8 hrs	8 hrs	24/7 coverage
Clinical Expeditor	8hrs	8 hrs	8 hrs	24/7 coverage
Critical Care RN Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
RN Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
PCT Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
Phlebotomoy	8hrs	8 hrs	8 hrs	24/7 coverage
Case Manager	8hrs	2-4 hrs	0 hrs	10-12hr /day
Social Worker	8hrs	8 hrs	8 hrs	24/7 coverage
IV Therapy	8hrs	4 hrs	0 hrs	12hr /day
Wound Care	8hrs	2-4 hrs	0 hrs	10-12hr /day
EVS/Environmental Services	8hrs	8 hrs	8 hrs	24/7 coverage
PT, OT, ST Therapists	8hrs/Therapist	2-4 hrs/Ther.	0 hrs	10-12hr /day/Therapist

## 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:

Staffing Plan is adaptable based on patient census which is directly affected by admission, discharges, and transfers.

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

Description:

CVSS/PHU specializes in the care and treatment of critically ill adults 18 years of age and older with a focus on Cardiac diagnoses and treatments. The following patients are standard to CVSS/PHU but are not limited to: Pre and Post cardiovascular surgery patients not requiring invasive hemodynamic monitoring, vascular surgery patients not requiring invasive hemodynamic monitoring, TAVRs, STEMI/NSTEMI, and CHF. Baseline standard of care includes: q4hr vital signs, q4hr assessments, q2hr telemetry documentation, medication administration as Physician ordered, and assist in Patient's Activities of Daily Living as needed.

☒ Skill mix

Description:

CVSS/PHU is designated a Progressive Care Unit (PCU) Level of Care. CVSS/PHU Nurses are expected to safely care for patients with respiratory requirements of up to 60% FiO2 or continuous use of Bipap (more than 4 hrs continuously with exemptions for those with baseline overnight Bipap use at home). Medications that CVSS/PHU Nurses may administer are per Hospital Policy (See policy: IV Medications: Appropriate Patient Care Settings in Which to Administer) including: IVP lopressor, diltiazem, Non-DKA Insulin infusion, fixed-rate Dopamine (up to 8mcg/kg/min), etc. CVSS/PHU Nurses may care for but are not limited to: post-surgical patients with chest tubes, wound vacs, central lines, and post-PCI incision sites. Unit specific skill mix will include one Charge Nurse (dependent on patient census), Primary Nurse, and Patient Care Tech (dependent on patient census). CVSS/PHU care is provided to patients following the American Association of Critical Care Nurses (AACN) Scope & Standards for Acute and

☒ Level of experience of nursing and patient care staff

Description:

Staff Nurses will have at minimum graduated with an Associates Degree in Nursing, have passed the NCLEX, and have a valid- Washington State Recognized Registered Nurse License. New Staff Nurses will have prior Cardiac experience and an orientation prior to working independently on the floor. Patient Care Techs (CNAs) will have recieved CNA training from an accredited program, passed their CNA certification test, and have earned a valid- Washington State Recognized License for CNAs.

☒ Need for specialized or intensive equipment

Description:

Staff RN training may include: Pacemaker Class, Sheath Management, US Guided IVs, and Charge Nurse.



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

Description:

- ☐ Other

Description:



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## Patient Volume-based Staffing Matrix Formula Template

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Unit/ Clinic Name:		Tacoma General Hospital Campus Pulse Cardiac Interm Care									
Unit/ Clinic Type:		Inpatient Progressive Care Unit LOC									
Unit/ Clinic Address:		315 Martin Luther King Jr Blvd, 8th Floor Philips Tower, Tacoma WA 98405									
Average Daily Census:		29				Maximum # of Beds:			29		
Effective as of:		2-Dec-24									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
29	DAY	12	9	0	3	0	3.72	0.00	1.24	0.00	
	NOC	12	9	0	3	0	3.72	0.00	1.24	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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]



22	DAY	12	6	0	2	0	3.27	0.00	1.09	0.00	8.73
	NOC	12	6	0	2	0	3.27	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	
21	DAY	12	6	0	2	0	3.43	0.00	1.14	0.00	9.14
	NOC	12	6	0	2	0	3.43	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
20	DAY	12	6	0	2	0	3.60	0.00	1.20	0.00	9.60
	NOC	12	6	0	2	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	
		0	0	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	5	0	2	0	3.16	0.00	1.26	0.00	
	NOC	12	5	0	2	0	3.16	0.00	1.26	0.00	

19		0	0	0	0	0	0.00	0.00	0.00	0.00	8.84
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	5	0	2	0	3.33	0.00	1.33	0.00	9.33
	NOC	12	5	0	2	0	3.33	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	5	0	1	0	3.53	0.00	0.71	0.00	8.47
	NOC	12	5	0	1	0	3.53	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	DAY	12	4	0	1	0	3.00	0.00	0.75	0.00	
	NOC	12	4	0	1	0	3.00	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	

16		0	0	0	0	0	0.00	0.00	0.00	0.00	7.50
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	4	0	1	0	3.20	0.00	0.80	0.00	8.00
	NOC	12	4	0	1	0	3.20	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
14	DAY	12	4	0	1	0	3.43	0.00	0.86	0.00	8.57
	NOC	12	4	0	1	0	3.43	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
13	DAY	12	4	0	1	0	3.69	0.00	0.92	0.00	
	NOC	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	







6	DAY	12	2	0	0	0	4.00	0.00	0.00	0.00	8.00
	NOC	12	2	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	2	0	0	0	4.80	0.00	0.00	0.00	9.60
	NOC	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
4	DAY	12	1	0	0	0	3.00	0.00	0.00	0.00	6.00
	NOC	12	1	0	0	0	3.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	1	0	0	0	4.00	0.00	0.00	0.00	
	NOC	12	1	0	0	0	4.00	0.00	0.00	0.00	

3		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	1	0	0	0	6.00	0.00	0.00	0.00	12.00
	NOC	12	1	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
1	DAY	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	NOC	12	1	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		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
Charge Nurse	8hrs	8 hrs	8 hrs	24/7 coverage
Flex/Break Nurse	8hrs	8 hrs	8 hrs	24/7 coverage
CORA/COSI PCTs as needed	8hrs	8 hrs	8 hrs	24/7 coverage
Monitor Tech/HUC	8hrs	8 hrs	8 hrs	24/7 coverage
STAT RN	8hrs	8 hrs	8 hrs	24/7 coverage
House Supervisor	8hrs	8 hrs	8 hrs	24/7 coverage
Clinical Expeditor	8hrs	8 hrs	8 hrs	24/7 coverage
Critical Care RN Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
RN Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
PCT Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
Phlebotomoy	8hrs	8 hrs	8 hrs	24/7 coverage
Case Manager	8hrs	2-4 hrs	0 hrs	10-12hr /day
Social Worker	8hrs	8 hrs	8 hrs	24/7 coverage
IV Therapy	8hrs	4 hrs	0 hrs	12hr /day
Wound Care	8hrs	2-4 hrs	0 hrs	10-12hr /day
EVS/Environmental Services	8hrs	8 hrs	8 hrs	24/7 coverage
PT, OT, ST Therapists	8hrs/Therapist	2-4 hrs/Ther.	0 hrs	10-12hr /day/Therapist

## 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:

Staffing Plan is adaptable based on patient census which is directly affected by admissions, discharges, and transfers.

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

Description:

The CCU specializes in the care and treatment of critically ill adults 18 years of age and older with a focus on Cardiac diagnoses and treatments. The following patients are standard to CCU but are not limited to: Pre and Post cardiovascular surgery patients not requiring invasive hemodynamic monitoring, vascular surgery patients not requiring invasive hemodynamic monitoring, TAVRs, STEMI/NSTEMI, CHF, and LVADs. Baseline standard of care includes: q4hr vital signs, q4hr assessments, q2hr telemetry documentation, medication administration as Physician ordered, and assist in Patient's Activities of Daily Living as needed.

☒ Skill mix

Description:

CCU is designated a Progressive Care Unit (PCU) Level of Care. CCU Nurses are expected to safely care for patients with respiratory requirements of up to 60% FiO2 or continuous use of Bipap (more than 4 hrs continuously with exemptions for those with baseline overnight Bipap use at home). Medications that CCU Nurses may administer are per Hospital Policy (See policy: IV Medications: Appropriate Patient Care Settings in Which to Administer) including: IVP lopressor, diltiazem, Non-DKA Insulin infusion, fixed-rate Dopamine (up to 8mcg/kg/min), etc. CCU Nurses may care for but are not limited to: post-surgical patients with chest tubes, wound vacs, central lines, and posts. Unit specific skill mix will include one Charge Nurse, one Break Nurse (dependent on patient census), Primary Nurses for Patient Care, Patient Care Tech (dependent on patient census), and Monitor Tech/HUC (dependent on patient census). CCU care is provided to patients following the American Association of Critical Care Nurses

☒ Level of experience of nursing and patient care staff

Description:

Staff Nurses will have at minimum graduated with an Associates Degree in Nursing, have passed the NCLEX, and have a valid- Washington State Recognized Registered Nurse License. Staff Nurses will also have prior Cardiac experience or have completed a Residency or Fellowship Program within CCU prior to working independently on the floor after orientation. Patient Care Techs (CNAs) will have recieved CNA training from an accredited program, passed their CNA certification test, and have earned a valid- Washington State Recognized License for CNAs.

☒ Need for specialized or intensive equipment

Description:

Special education for RN staff includes LVAD training. Additional training may also include: Pacemaker Class, Sheath Management, US Guided IVs, and Charge Nurse.

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

Description:

- ☐ Other

Description:



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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:		Tacoma General Hospital Campus Pulse Cardiovascular ICU									
Unit/ Clinic Type:		Inpatient Critical Care Unit Unit LOC									
Unit/ Clinic Address:		315 Martin Luther King Jr Blvd, 8th Floor Philips Tower, Tacoma WA 98405									
Average Daily Census:		13				Maximum # of Beds:			13		
Effective as of:		2-Dec-24									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
13	DAY	12	7	0	1	0	6.46	0.00	0.92	0.00	
	NOC	12	7	0	1	0	6.46	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	





[illegible]

6	DAY	12	3	0	0	0	6.00	0.00	0.00	0.00	12.00
	NOC	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	DAY	12	3	0	0	0	7.20	0.00	0.00	0.00	14.40
	NOC	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
4	DAY	12	2	0	0	0	6.00	0.00	0.00	0.00	12.00
	NOC	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	DAY	12	2	0	0	0	8.00	0.00	0.00	0.00	
	NOC	12	2	0	0	0	8.00	0.00	0.00	0.00	

3		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	1	0	0	0	6.00	0.00	0.00	0.00	12.00
	NOC	12	1	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
1	DAY	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	NOC	12	1	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		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
Charge Nurse	8hrs	8 hrs	8 hrs	24/7 coverage
Flex/Break Nurse	8hrs	8 hrs	8 hrs	24/7 coverage
CORA/COSI PCTs as needed	8hrs	8 hrs	8 hrs	24/7 coverage
Monitor Tech/HUC	8hrs	8 hrs	8 hrs	24/7 coverage
STAT RN	8hrs	8 hrs	8 hrs	24/7 coverage
House Supervisor	8hrs	8 hrs	8 hrs	24/7 coverage
Clinical Expeditor	8hrs	8 hrs	8 hrs	24/7 coverage
Critical Care RN Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
RN Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
PCT Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
Phlebotomoy	8hrs	8 hrs	8 hrs	24/7 coverage
Case Manager	8hrs	2-4 hrs	0 hrs	10-12hr /day
Social Worker	8hrs	8 hrs	8 hrs	24/7 coverage
IV Therapy	8hrs	4 hrs	0 hrs	12hr /day
Wound Care	8hrs	2-4 hrs	0 hrs	10-12hr /day
EVS/Environmental Services	8hrs	8 hrs	8 hrs	24/7 coverage
PT, OT, ST Therapists	8hrs/Therapist	2-4 hrs/Ther.	0 hrs	10-12hr /day/Therapist

## 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:

Staffing Plan is adaptable based on patient census which is directly affected by admission, discharges, and transfers.

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

Description:

The CVICU specializes in the care and treatment of critically ill adults 18 years of age and older with a focus on Cardiac diagnoses and treatments. CVICU is a 13-bed unit providing care 24/7/365. The following patients are standard to CVICU but are not limited to:

- Immediate post-operative surgical patients requiring invasive hemodynamic monitoring and treatment;
- High-acuity vascular surgery patients requiring hemodynamic monitoring and treatment;
- Endovascular and open aortic/abdominal aneurysm repair;
- Post-AMI and post-arrest treatment, including therapeutic temperature management;
- Cardiac assist device insertion, monitoring, and management including: Intra-aortic Balloon Pump, Impella, LVAD,

☒ Skill mix

Description:

CVICU is designated a Critical Care Unit (CCU, aka ICU) Level of Care. CVICU Nurses are expected to safely care for patients with ventilator support requirements. Medications that CVICU Nurses may administer are per Hospital Policy (See policy: IV Medications: Appropriate Patient Care Settings in Which to Administer). CVICU Nurses can care for and are not limited to: Intra-aortic Balloon Pump, Impella, LVAD, Centrimag, ECMO/ECLS (Cardiopulmonary bypass support); and other interventional devices such as Continuous Renal Replacement Therapy. Unit specific skill mix will include one Charge Nurse, one Break Nurse (dependent on patient census), Primary Nurses for Patient Care, Patient Care Tech (dependent on patient census), and Monitor Tech/HUC (dependent on patient census). ICU care is provided to patients following the American Association of Critical Care Nurses (AACN) Scope & Standards for Acute and Critical Care Nursing Practice. ICU Care is also provided in accordance with

☒ Level of experience of nursing and patient care staff

Description:

Staff Nurses will have at minimum graduated with an Associates Degree in Nursing, have passed the NCLEX, and have a valid- Washington State Recognized Registered Nurse License. Staff Nurses will also have prior Cardiac ICU experience or have completed a Residency or Fellowship Program within CVICU prior to working independently on the floor after orientation. Patient Care Techs (CNAs) will have received CNA training from an accredited program, passed their CNA certification test, and have earned a valid- Washington State Recognized License for CNAs.

☒ Need for specialized or intensive equipment

Description:

Special education for RN staff includes Intra-aortic Balloon Pump, Impella, LVAD, Centrimag, ECMO/ECLS (Cardiopulmonary bypass support); and other interventional devices such as Continuous Renal Replacement Therapy. Additional training may also include: Pacemaker Class, Sheath Management, US Guided IVs, and Charge Nurse.

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

Description:

- ☐ Other

Description:





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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:		Tacoma General Emergency Department									
Unit/ Clinic Type:		Inpatient Holding Area									
Unit/ Clinic Address:		315 Martin Luther King Jr Way, Tacoma WA 98405									
Average Daily Census:		17				Maximum # of Beds:			21		
Effective as of:		12/2/2024									
Census											
Please select metric type	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)
21	Days	12	5	0	2	0	2.86	0.00	1.14	0.00	
	Nights	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	





14	Days	12	3	0	2	0	2.57	0.00	1.71	0.00	8.57
	Nights	12	3	0	2	0	2.57	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
13	Days	12	3	0	2	0	2.77	0.00	1.85	0.00	9.23
	Nights	12	3	0	2	0	2.77	0.00	1.85	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	3	0	2	0	3.00	0.00	2.00	0.00	10.00
	Nights	12	3	0	2	0	3.00	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Days	12	3	0	1	0	3.27	0.00	1.09	0.00	
	Nights	12	3	0	1	0	3.27	0.00	1.09	0.00	

11		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	
10	Days	12	2	0	1	0	2.40	0.00	1.20	0.00	7.20
	Nights	12	2	0	1	0	2.40	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	
9	Days	12	2	0	1	0	2.67	0.00	1.33	0.00	8.00
	Nights	12	2	0	1	0	2.67	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	
		0	0	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	2	0	1	0	3.00	0.00	1.50	0.00	
	Nights	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	

8		0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	2	0	0	0	3.43	0.00	0.00	0.00	6.86
	Nights	12	2	0	0	0	3.43	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	2	0	0	0	4.00	0.00	0.00	0.00	8.00
	Nights	12	2	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		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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### Fixed Staffing Matrix

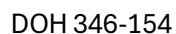
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Tacoma General Hospital Emergency Department					
Unit/ Clinic Type:	Emergency Department					
Unit/ Clinic Address:	315 Marting Luther King Way Tacoma, WA 98405					
Effective as of:	12/2/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day	12	11	0	3	4
	Mid	12	5	0	1	1
	Eve	12	10	0	3	3

Tuesday	Day	12	11	0	3	4
	Mid	12	5	0	1	1
	Eve	12	10	0	3	3
Wednesday	Day	12	11	0	3	4
	Mid	12	5	0	1	1
	Eve	12	10	0	3	3
Thursday	Day	12	11	0	3	4
	Mid	12	5	0	1	1
	Eve	12	10	0	3	3



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[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:

The emergency department averages a daily census of 150 patients and 20% daily admission rate. Contributing to an average 28 transitional patients holding daily in the ED.

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

Description:

Tacoma General Emergency Department is a Level II trauma center that provides comprehensive care to a diverse patient population with varying levels of acuity. We dynamically adjust our staffing to meet the specific care needs of the patient. Additionally, consideration is given to inpatient holding that contributes to increased census resulting in staffing changes as needed.

☐ Skill mix

Description:

The emergency department employs skilled emergency trained staff to care for emergency patients. As needed inpatient resources are utilized to treat transitional patients to ensure comprehensive care. Staffing for inpatient holds is determined by minimum requirements to meet level of patient care needs.

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

Description:

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

Description:

The emergency department has 43 care spaces dedicated to treating patients seeking emergency care. The emergency department as a 21 bed care space that co-horts transitional patients awaiting bed placement. This co-hort space utilize the expertise of inpatient resources to optimize patient care and safety.

- ☐ Other

Description:



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### Fixed Staffing Matrix

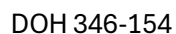
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	TG Family Birth Center					
Unit/ Clinic Type:	Birth Center					
Unit/ Clinic Address:	315 Martin Luther King Jr Way, Tacoma WA 98405					
Effective as of:	12/2/2024					
Metric:						
Please select metric type	Please select	Please select	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Sunday	0700-1930		14	2	1	0
	1930-0700		14	2	1	0

[illegible]

[illegible]





## Unit Information

[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:

Unit staff admits, transfers and discharges all patients and newborns.

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

Description:

The unit is staffed to AWHONN guidelines. Staffing is flexed up and down from the fixed staffing numbers depending on census and acuity. Care on unit includes all low and high risk pregnancies.

☐ Skill mix

Description:

Combination of RN's, LPN's, CNA's, HUC's and NT's. LPN's primary role functions are as the scrub nurse in the OR and the transition nurse for newborns. CNA's primary roles are to act as a patient transporter, support the OR's and other unit tasks as assigned.

☐ Level of experience of nursing and patient care staff

Description:

57% of the RN staff has less than 3 years of experience.

☐ Need for specialized or intensive equipment

Description:

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

Description:

15 labor, 12 high risk antepartum, 4 OBED's and 3 OR's that are located on 2nd floor Rainier and Pavilion.

- ☐ Other

Description:



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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:		TG Women and Newborn									
Unit/ Clinic Type:		Inpatient									
Unit/ Clinic Address:		315 Martin Luther King Jr Way, Tacoma WA 98405									
Average Daily Census:		11.57				Maximum # of Beds:			22		
Effective as of:		12/2/2024									
Census											
Please select metric type	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)
40	0700-1930	12	6	2	1	0	1.80	0.60	0.30	0.00	
	1930-0730	12	6	2	1	0	1.80	0.60	0.30	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	5.40
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	6	2	1	0	1.85	0.62	0.31	0.00	5.54
	NOC	12	6	2	1	0	1.85	0.62	0.31	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	6	2	1	0	1.89	0.63	0.32	0.00	5.68
	NOC	12	6	2	1	0	1.89	0.63	0.32	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	6	2	1	0	1.95	0.65	0.32	0.00	
	NOC	12	6	2	1	0	1.95	0.65	0.32	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	



33	DAY	12	6	2	1	0	2.18	0.73	0.36	0.00	6.55
	NOC	12	6	2	1	0	2.18	0.73	0.36	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	6	2	1	0	2.25	0.75	0.38	0.00	6.75
	NOC	12	6	2	1	0	2.25	0.75	0.38	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	6	2	1	0	2.32	0.77	0.39	0.00	6.97
	NOC	12	6	2	1	0	2.32	0.77	0.39	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	5	2	1	0	2.00	0.80	0.40	0.00	
	NOC	12	5	2	1	0	2.00	0.80	0.40	0.00	



30		0	0	0	0	0	0.00	0.00	0.00	0.00	6.40
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	5	2	1	0	2.07	0.83	0.41	0.00	6.62
	NOC	12	5	2	1	0	2.07	0.83	0.41	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	5	2	1	0	2.14	0.86	0.43	0.00	6.86
	NOC	12	5	2	1	0	2.14	0.86	0.43	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	5	2	1	0	2.22	0.89	0.44	0.00	
	NOC	12	5	2	1	0	2.22	0.89	0.44	0.00	
		0	0	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		0	0	0	0	0	0.00	0.00	0.00	0.00	7.11
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	5	2	1	0	2.31	0.92	0.46	0.00	7.38
	NOC	12	5	2	1	0	2.31	0.92	0.46	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	5	2	1	0	2.40	0.96	0.48	0.00	7.68
	NOC	12	5	2	1	0	2.40	0.96	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	
24	DAY	12	4	2	1	0	2.00	1.00	0.50	0.00	
	NOC	12	4	2	1	0	2.00	1.00	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	

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17	DAY	12	4	1	1	0	2.82	0.71	0.71	0.00	8.47
	NOC	12	4	1	1	0	2.82	0.71	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	
16	DAY	12	4	1	1	0	3.00	0.75	0.75	0.00	9.00
	NOC	12	4	1	1	0	3.00	0.75	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	
15	DAY	12	4	1	1	0	3.20	0.80	0.80	0.00	9.60
	NOC	12	4	1	1	0	3.20	0.80	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	
	DAY	12	4	1	1	0	3.43	0.86	0.86	0.00	
	NOC	12	4	1	1	0	3.43	0.86	0.86	0.00	

14		0	0	0	0	0	0.00	0.00	0.00	0.00	10.29
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	4	1	1	0	3.69	0.92	0.92	0.00	11.08
	NOC	12	4	1	1	0	3.69	0.92	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	
12	DAY	12	4	1	1	0	4.00	1.00	1.00	0.00	12.00
	NOC	12	4	1	1	0	4.00	1.00	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	
	DAY	12	4	1	1	0	4.36	1.09	1.09	0.00	
	NOC	12	4	1	1	0	4.36	1.09	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	

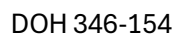
11		0	0	0	0	0	0.00	0.00	0.00	0.00	13.09
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
10	DAY	12	4	1	1	0	4.80	1.20	1.20	0.00	14.40
	NOC	12	4	1	1	0	4.80	1.20	1.20	0.00	
		0	0	0	0	0	0.00	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
9	DAY	12	3	1	1	0	4.00	1.33	1.33	0.00	13.33
	NOC	12	3	1	1	0	4.00	1.33	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	DAY	12	3	1	1	0	4.50	1.50	1.50	0.00	
	NOC	12	3	1	1	0	4.50	1.50	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	

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## Unit Information

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## 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:

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

Description:

☐ Skill mix

Description:

Nursing staff experience from 40 years to a new resident

☐ Level of experience of nursing and patient care staff

Description:

Same as above

☐ Need for specialized or intensive equipment

Description:

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

Description:

- ☐ Other

Description:



DOH 346-154

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## Fixed Staffing Matrix

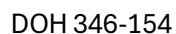
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Tacoma General Operating Room					
Unit/ Clinic Type:	Operating Room					
Unit/ Clinic Address:	315 Martin Luther King Jr Way. Tacoma WA 98405					
Effective as of:	2-Dec-24					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Sunday	Day	12	7	0	0	0
	Day	10	0	0	0	0
	Night	12	3	0	0	0
	Night	10	0	0	0	0
	Day	8	1	0	0	0

Monday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	1	0	0	0
	Evening	10	2	0	0	0
	Evening	12	2	0	0	0
	Night	8	1	0	0	0
	Night	10	0	0	0	0
	Night	12	2	0	0	0
Tuesday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	1	0	0	0
	Evening	10	2	0	0	0
	Evening	12	2	0	0	3
	Night	8	1	0	0	0
	Night	10	0	0	0	0
	Night	12	2	0	0	0
Wednesday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	2	0	0	0
	Evening	10	1	0	0	0
	Evening	12	3	0	0	0
	Night	8	1	0	0	0
	Night	10	0	0	0	0



	Night	12	2	0	0	0
Thursday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	1	0	0	0
	Evening	10	2	0	0	0
	Evening	12	3	0	0	0
	Night	8	1	0	0	0
	Night	10	0	0	0	0
	Night	12	2	0	0	0
Friday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	1	0	0	0
	Evening	10	1	0	0	0
	Evening	12	2	0	0	0
	Night	8	1	0	0	0
	Night	10	0	0	0	0
	Night	12	2	0	0	0
Saturday	Day	8	1	0	0	0
	Day	10	0	0	0	0
	Day	12	7	0	0	0
	Night	10	0	0	0	0
	Night	12	3	0	0	0



## Unit Information

[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:

Considered number of rooms required to be staffed - then utilized operating room scheduled block matrix to determine amount of staffing required as day progresses. Operating room staff does not admit nor discharge patients. They only transfer in patients from other locations within the hospital. We staff our operating room nurses and surgical technologists per AORN guidelines. No operating room nurse may care for multiple patients at any time. To maintain WAC guidelines regarding trauma services, on all shifts, a trauma nurse must be available for surgery within 20 minutes of declaration they are needing an operating, which means on all shifts, we must provide unincumbered staffing in the event a patient needs emergency surgery. On all nights and weekends, all staffed shift work is supplemented by call teams if increased emergent procedures arise.

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

Description:

Certain procedures require increased staffing. The numbers provided do not include specialty procedures that require additional circulating nurses or surgical technicians. These procedures may include but are not limited to cardiac procedures, GYN procedures requiring additional scrubbed personnel and specialty neurosurgery procedures. We would need to flex to add additional staffed based on how the surgical schedule is built. As outlined above, night shift staffing is determined by urgent and emergent procedures with an additional team available to provide trauma coverage.

☒ Skill mix

Description:

As referenced in AORN (association of operating room nurses) the skill mix is 60% RNs and 40% surgical technicians. A number (constantly in flux) of RNs possess the ability to scrub into surgical procedures. We mirror those ratios in our OR.

☐ Level of experience of nursing and patient care staff

Description:

☒ Need for specialized or intensive equipment

Description:

As the complexity of procedures increases, the technology required for each surgery also increases. Certain equipment requires an unincumbered RN to run these machines - certain neurosurgery, sinus procedures and urological procedures to name a few. This is also a requirement for certain scrubbed personnel during intensive GYN procedures. We would need to flex up on staffing based on these procedures - there is unpredictability of when these procedures would be scheduled.

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

Description:

We staff 3 different locations all within the Tacoma General Hospital - one of which is a free standing Ambulatory surgery space. While it is only 3 operating rooms, it needs to be staffed with a separate charge nurse since it is freestanding. It also requires additional support staff to accomodate lab runs, equipment needs, etc since all specimens/labs/equipment is within the main hospital.

- ☐ Other

Description:



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### Fixed Staffing Matrix

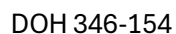
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Tacoma General Hospital Main Campus Pre Post Procedure Recovery					
Unit/ Clinic Type:	PRE/POST PROCEDURE RECOVERY SASS					
Unit/ Clinic Address:	315 Martin Luther King, Jr. Way Tacoma WA 98405					
Effective as of:	12/2/2024					
Day of the week	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	10	14		2	

[illegible]

[illegible]





## Unit Information

[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:

This unit includes 15 bays, located on the 6th floor phillips wing. SASS specializes in the admision of surgical patients coming from home and occasionally on hold for OR from the ER. SASS also specializes in Phase 2 recovery/ Discharge of patients once Phase 1/PACU level of care is completed and transfer criteria are met after surgery. Patients consist of OR, IR, Endo, CT, MRI and Radiology.

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

Description:

Patients in this area are stable, not on cardiac monitor and either awaiting surgery with minimal interventions needed or awaiting discharge home after surgery with minimal interventions needed. Intensity of care is variable depending on the type of surgeries and volumes on that particular day.

☒ Skill mix

Description:

Nurses on this unit all have critical care background as well as maintain current ACLS, BLS certifications. Nurses are able to maintain skill set necessary for pre-operative preparation and education as well as phase 2 post operative recovery and patient education.

☒ Level of experience of nursing and patient care staff

Description:

All nurses on this unit have experience in critical care units, with several years of experience working as Registered Nurses. The patient care staff are well experienced and have been established in their role for at least 5 years.

☐ Need for specialized or intensive equipment

Description:

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

Description:

The unit is essentially an open unit, with patient bays devied by curtains for privacy. The unit consist of 1 HUCdesk, 1 nurses station, 1 break room, restrooms, a medicaton room with pyxis as well as two supply rooms.

- ☐ Other

Description:



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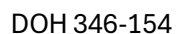
## Fixed Staffing Matrix

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

Unit/ Clinic Name:	Tacoma General Hospital Main Campus Post Anesthesia Care Unit					
Unit/ Clinic Type:	Post Anesthesia Care (PACU)					
Unit/ Clinic Address:	315 Martin Luther King, Jr. Way Tacoma WA 98405					
Effective as of:	12/2/2024					
Day of the week						
Day of the week	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	10	15		2	

[illegible]

[illegible]



## Unit Information

[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:

This unit has a highly variable patient census and length of stay based on type of surgery, patient status as well as hospital room availability in order to transfer patient out to next level of care. This unit must remain adequately staffed in order to support surgical cases scheduled into available surgery blocks.

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

Description:

PACU specializes in the recovery and immediate care required for those directly out of surgery having undergone general anesthesia or monitored anesthesia care. Patients consist of ICU level of care to Ambulatory level of care and include OR, IR, Endo, CT, Radiology and MRI.

☒ Skill mix

Description:

All nurses on this unit must have critical care experience and all are ACLS, BLS certified. Nurses are experienced in airway management, maintaining hemodynamic stability, pain management and management of possible post operative emergencies.

☒ Level of experience of nursing and patient care staff

Description:

All nurses on this unit have critical care experience and have been Registered Nurses for over 5 years with the exception of nurses graduating through our fellowship program. Annual competency assessments are completed.

☒ Need for specialized or intensive equipment

Description:

All patients must remain on cardiac monitors. Some patient require more invasive monitoring such as arterial lines, chest tubes, EVDs, CSF monitoring, lumbar drains etc.

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

Description:

This unit includes 16 bays, located on the 5th floor Phillips wing. There are 3 main corridors for patient care. A nurse will take no more than 2 patients at a time based on ASPAN standards.

- ☐ Other

Description:



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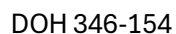
### Fixed Staffing Matrix

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Unit/ Clinic Name:	Post Anesthesia Care Baker					
Unit/ Clinic Type:	Tacoma General Hospital Campus Pre-Post Anesthesia Care - Baker ASC					
Unit/ Clinic Address:	316 Martin Luther King, Jr. Way Tacoma WA 98405					
Effective as of:	12/2/2024					
Day of the week						
Day of the week	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	10	10		2	

[illegible]

[illegible]



## Unit Information

[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:

This unit is an ambulatory surgery center that acts as an adjunct to our main OR at TG. This unit treats not only ambulatory patients but TG inpatient/GI patients. This unit specializes in the admission and discharge as well as recovery and all immediate care required for those directly out of surgery having gone under general anesthesia or monitored anesthesia care (MAC). Patient consist of OR, GI, Pain and Endo.

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

Description:

Patient acuity and intensity of needs is that of an ambulatory surgical center. Patients must be ASA 3 or less, BMI of less than 50, and no patients with severe unoptimized systemic disease states. Nurses take no more than 3 admits at a time, no more than 2 phase 1 patients at a time and no more than 3 discharges at a time per ASPAN standards.



☒ Skill mix

Description:

All nurses in this department are ACLS, BLS and CAPA/CPAN certified. Nurses in the unit are proficient in pre-operative admission as well as phase1 and phase2 recovery following surgery.

☒ Level of experience of nursing and patient care staff

Description:

Nurses in this unit are experienced RNs with years of perioperative experience or critical care experience.

☐ Need for specialized or intensive equipment

Description:

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

Description:

- ☐ Other

Description:



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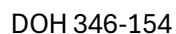
### Fixed Staffing Matrix

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

Unit/ Clinic Name:	TG/AH Endoscopy					
Unit/ Clinic Type:	Endoscopy (GI and Pulmonary)/ Pain Procedures					
Unit/ Clinic Address:	316 Martin Luther King Jr Way, Tacoma WA 98405					
Effective as of:	2-Dec-24					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Sunday	Day	8	0	0	0	0
	Day	10	0	0	0	0
	Night	12	0	0	0	0
	Night	0	0	0	0	0
	Day	0	0	0	0	0

Monday	Day	8	7	1	0	1
	Day	10	4	1	0	0
	Day	12	0	0	0	0
	Evening	0	0	0	0	0
	Night	0	0	0	0	0
Tuesday	Day	8	7	1	0	1
	Day	10	3	1	0	0
	Day	12	0	0	0	0
	Evening	0	0	0	0	0
	Night	0	0	0	0	0
Wednesday	Day	8	6	1	0	1
	Day	10	3	1	0	0
	Day	12	0	0	0	0
	Evening	8	0	0	0	0
	Night	8	0	0	0	0

Thursday	Day	8	8	1	0	1
	Day	10	3	1	0	0
	Day	12	0	0	0	0
	Evening	8	0	0	0	0
	Night	8	0	0	0	0
Friday	Day	8	9	1	0	1
	Day	10	2	1	0	0
	Day	12	0	0	0	0
	Evening	8	0	0	0	0
	Night	8	0	0	0	0
Saturday	Day	8	0	0	0	0
	Day	10	0	0	0	0
	Day	12	0	0	0	0
	Night	10	0	0	0	0
	Night	12	0	0	0	0



## Unit Information

[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:

Endoscopy room scheduled block matrix to determine amount of staffing may change throughout the day to accommodate inpatient add-ons. Endoscopy staff may admit or discharge patients. No Endoscopy procedure room nurse may care for multiple patients at any time. On all nights and weekends, all procedures are covered by call teams which consist of two nurses (one of which can be an LPN), and one SPD (scope washer).

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

Description:

Certain procedures require increased staffing. The numbers provided do not include specialty procedures that require additional circulating nurses or surgical technicians. These procedures may include but are not limited to ERCP and Computer assisted navigation bronchoscopy. We would need to flex to add additional staff based on how the procedural schedule is built. Endoscopy team accommodates procedures done at numerous campuses in procedure rooms, operating rooms, as well as bedside. The patient acuity includes outpatients, med-surg, as well as critical ICU patients.

☒ Skill mix

Description:

Most staff RNs are cross trained to admit, circulate, tech procedures, recover, sedate as well as wash scopes. LPNs are trained to admit and tech only.

☐ Level of experience of nursing and patient care staff

Description:

☒ Need for specialized or intensive equipment

Description:

As the complexity of procedures increases, the technology required for each procedure also increases. Certain equipment requires nurses to assist that have extra therapeutic endoscopy training as in ERCP with Spy scope, Bronchoscopy with computer assisted navigation (ION). We would need to flex up on staffing based on these procedures - there is unpredictability of when these procedures would be scheduled.



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

Description:

Our procedures are done in Baker Center Endoscopy, Baker Center OR, Tacoma General OR, Patient bedside, Allenmore GI lab, Allenmore OR, Allenmore ICU. Our equipment and teams are being utilized by other specialties outside of Gastroenterology and Pulmonary, like trauma surgeons, thoracic surgeons, and bariatric surgeons.

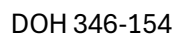
- ☐ Other

Description:



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## 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 CCL consists of 4 labs plus 1 hybrid lab/room.

Adult patients needing cardiac diagnostic or interventional procedure. (LHC/RHC, CTO intervention, ASD/PFO, IABP, TAVR, Watchman, Mitral Clip, Pacer/ICD/CRTP/CRTD/SICD/EVCD, RFCA)

Pediatric patients needing congenital cath diagnostic or interventional procedures)

Patients needing vascular diagnostic or interventional procedure. (AARO, endovascular AAA, fistulagram, carotid stents, thrombolytic therapy for peripheral vascular and pulmonary embolism)

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

Description:

Intra procedural care is provided to patients following the AORN standards at a minimum of 1:1.

CCL room staffing is as follows, however, due to the acuity of the patient, additional staff may be necessary

- Standard CCL case 1 RN, 2 CVT's, total of three staff (RN committed to patient care/conscious sedation).
- Complicated CCL case 2 RN's, 2 CVT's

☐ Skill mix

Description:

☐ Level of experience of nursing and patient care staff

Description:

Critical Care

☐ Need for specialized or intensive equipment

Description:

Ballon pump, impella, EKOS, P

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

Description:

- ☐ Other

Description:

On call team for after hours and weekend emergency cases. Monday-Friday call 1630-0600. Late call shift Monday-Friday 1630-2200. Weekends and holidays call 0600-0600. Call team consists of 1 nurse and 2 CV techs.





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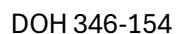
## Fixed Staffing Matrix

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:	TG Cardiovascular Admission Recovery Unit					
Unit/ Clinic Type:	procedural					
Unit/ Clinic Address:	315 MLK Jr. Way Tacoma WA					
Effective as of:	Dec-24					
Room assignment						
Day of the week	Please select	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day	8-Jan	2		1	
		10	1			
		12	7	1		

Tuesday	Day	8	2		1	
		10	2			
		12	7	1		
Wednesday	Day	8	2		1	
		10	1		1	
		12	7	1		
Thursday	Day	8	1		1	
		10	2		1	
		12	7	1		

[illegible]



## Unit Information

[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:

CVAR is an ambulatory outpatient unit that includes 22 bays/rooms consisting of 12 ambulatory bays, 6 semi-private rooms and 4 Phase 1 PACU bays located on 7 Phillip. Procedures include TEE, Cardioversions, Loop Record Insertions and Bone Marrow Biopsies. Patients consist of OR, Cath Lab, IR, Vascular, Oncology, MRI, and CT. This unit is designed for patients requiring an extended recovery post procedure.

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

Description:

☐ Skill mix

Description:

☐ Level of experience of nursing and patient care staff

Description:

Outpatient procedural RN/LPN

☐ Need for specialized or intensive equipment

Description:

POCT

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

Description:

- ☐ Other

Description:

Call team M-F 1830-0000



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### Fixed Staffing Matrix

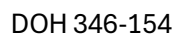
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Interventional Radiology					
Unit/ Clinic Type:	Interventional Radiology					
Unit/ Clinic Address:	315 MLK Jr Way, Tacoma, WA					
Effective as of:	12/2/2024					
Metric:						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day	8	6	0	0	0



[illegible]

[illegible]



## Unit Information

[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:

TG IR is a procedural unit that includes 2 biplane suites, as well as 2 holding bays. We utilize CT and US guidance for procedures. The following procedures are frequently encountered in our IR: port placement and removals, paracentesis, thoracentesis, nephrostomy tube placement, gastrostomy tube placement and exchange, percutaneous biopsies, transcatheter arterial embolizations, dialysis catheter placement, CT and US guided biopsies and drain placements. Neuro IR procedures include acute stroke intervention, carotid stenting, aneurysm/tumor/AVM/epistaxis embolizations.

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

Description:

We serve all patients acuity types from elective outpatients to IR/NIR emergencies and traumas. We see all acuity levels of inpatients.

☐ Skill mix

Description:

RN only

☐ Level of experience of nursing and patient care staff

Description:

All RN staff must have a minimum of 3 years of critical care, ED or procedural experience.

☐ Need for specialized or intensive equipment

Description:

We support all imaging modalities as needed- including CT, MRI, Nuclear Medicine. We perform procedures using fluoroscopy, US or CT guidance.

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

Description:

We are a procedural unit only, located on the 2nd floor. We do not have an admit/recovery unit included. We partner with the CVAR (7th floor) for our short stay patients. Our outpatients enter and exit via the radiology lobby on the 3rd floor. We utilize the procedural CT scanner located on the 3rd floor.

- ☐ Other

Description:

We do not utilize house transport for our patient population, but instead transport all of our own patients. We are staffed 0700-1700 Mon-Fri and are on call after hours, weekends, and holidays for emergent IR/NIR cases.



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### Fixed Staffing Matrix

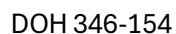
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	TG/AH Inpatient Wound Care					
Unit/ Clinic Type:	TG/AH Inpatient Wound Care					
Unit/ Clinic Address:	315 Martin Luther King Jr Way					
Effective as of:	2-Dec-24					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day	8	2	0	0	0

[illegible]



[illegible]



## Unit Information

[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:

Patients admitted to the hospital with complex wounds or ostomies may be referred to the Wound Care department for assessment and treatment recommendations

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

Description:

The wound care nurses work only day shift. This is a consulting team only, the wound staff assess the wounds, document, photograph and classify wounds and expedite treatment orders that are completed by the staff nurses.

☐ Skill mix

Description:

Backfill could be a trained LPN or RN from the Wound Team.

☐ Level of experience of nursing and patient care staff

Description:

RNs are required to have wound certification within 1 year of hire and maintain this while working in this department

☐ Need for specialized or intensive equipment

Description:

No specialized equipment in this department. Wound care does assist with Negative Pressure Wound Therapy (NPWT) treatments and use of the NPWT equipment, these are housed in supply chain and delivered to the patient on their assigned units

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

Description:

Inpatient wound care see patients in their hospital rooms.

- ☐ Other

Description:

Day shift listed without specific hours, all nurses work within day shift relm, variable start times(between 0630-0800). Some nurses work 10 hr shifts, but because backfill may be with 8 hr shift staff we have listed 8 hrs as the minimum required staffing. Routine M-F staffing includes an LPN and CNA, however for PTO or unexpected time off these positions are not backfilled. ANM has some direct care responsibility and shares oversight of both OP and IP wound departments.



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### Fixed Staffing Matrix

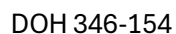
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	TG Outpatient Wound Clinic					
Unit/ Clinic Type:	Wound Clinic					
Unit/ Clinic Address:	315 Martin Luther King Jr Way, Tacoma WA 98405					
Effective as of:	2-Dec-24					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (0700-1730)	10	1	1	0	0

[illegible]

[illegible]





## Unit Information

[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:

This is an outpatient clinic, patients are seen at scheduled appointment time and seen in serial appointments until wounds are healed or care is established elsewhere.

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

Description:

patients are seen in this outpatient clinic weekly to monthly for assessment and orders for wound care at home between visits. Complex and chronic wounds are served in the provider run clinic. Treatments including, but not limited to; debridement, negative pressure wound therapy, advance wound modalities and basic wound dressings may be performed.

☒ Skill mix

Description:

RNs and LPNs are used interchangeably in the OP clinic; so backfill could be with either resulting in all LPN or all RN staff on any given day. The number of nurses fluctuate based on patient volumes.

☐ Level of experience of nursing and patient care staff

Description:

This clinic is staffed by physician, ARNP, RN, LPN staff.

☐ Need for specialized or intensive equipment

Description:

No specialized equipment

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

Description:

ANM has some direct care responsibility and shares oversight of both OP and IP wound departments

- ☐ Other

Description:



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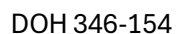
### Fixed Staffing Matrix

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

Unit/ Clinic Name:	TG Multicare Cancer Institute					
Unit/ Clinic Type:	Infusion Clinic					
Unit/ Clinic Address:	1003 South 5th St Tacoma, WA 98405					
Effective as of:	12/2/2024					
Hours of the day						
Day of the week	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	Day	8	7	1	1	0
	Day	10	4	0	0	0



[illegible]



## Unit Information

[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:

N/A

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

Description:

We have an infusion template that schedules patients in EPIC to manage the type of regimens and acuity for each day.

☐ Skill mix

Description:

All Infusion RNs are required to obtain ONS Immunotherapy/Chemotherapy certification, encouraged to obtain OCN as well. Prefer to have oncology experience, and at least 1-2 years of nursing experience is required.

☐ Level of experience of nursing and patient care staff

Description:

We have a range for novice nurses to expert nurses. We do not accept resident nurses in our setting.

☐ 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:

Infusion Suites are all located in the same area of the clinic with 5 infusion suites with 6 chairs in each suite. Every suite has a Pyxis machine located in the suite and have preparation areas in the suite. The pharmacist and pharmacy hood is located in the same area. The pharmacist delivery any medication compounded in the hood to each infusion suite.

- ☐ Other

Description:



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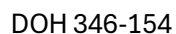
### Fixed Staffing Matrix

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

Unit/ Clinic Name:	Gig Harbor Multicare Cancer Institute					
Unit/ Clinic Type:	Infusion Clinic					
Unit/ Clinic Address:	4545 Point Fosdick Dr. Suite 215 Gig Harbor Wa 98335					
Effective as of:	12/2/2024					
Hours of the day						
Day of the week	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	Day	8	4	1	0	0
	Day	8	1	0	0	0



[illegible]



## Unit Information

[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:

N/A

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

Description:

We have an infusion template that schedules patients in EPIC to manage the type of regimens and acuity for each day.



☒ Skill mix

Description:

All Infusion RNs are required to obtain ONS Immunotherapy/Chemotherapy certification, encouraged to obtain OCN as well. Prefer to have oncology experience, and at least 1-2 years of nursing experience is required.

☒ Level of experience of nursing and patient care staff

Description:

We have a range for novice nurses to expert nurses. We do not accept resident nurses in our setting.

☐ 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:

Infusion Suite holds 10 infusion chairs. The space houses a Pyxis medication delivery machine located in the nurses station. The pharmacist and pharmacy hood is located in the same area. The pharmacist delivery any medication compounded in the hood to the infusion suite.

- ☐ Other

Description:



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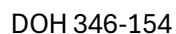
### Fixed Staffing Matrix

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

Unit/ Clinic Name:	Puyallup Multicare Cancer Institute					
Unit/ Clinic Type:	Infusion Clinic					
Unit/ Clinic Address:	400 15th Ave SE Puyallup, WA 98372					
Effective as of:	12/2/2024					
Hours of the day						
Day of the week	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	0730-1600	8	2	1	1	0
	0800-1630	8	6	1	1	0
	0830-1700	8	2	0	0	0

Tuesday	0730-1600	8	2	1	1	0
	0800-1630	8	6	1	1	0
	0830-1700	8	2	0	0	0
Wednesday	Day	8	10	2	1	0
	0730-1600	8	2	1	1	0
	0800-1630	8	7	1	1	0
	0830-1700	8	2	0	0	0
Thursday	0730-1600	8	2	1	1	0
	0800-1630	8	6	1	1	0
	0830-1700	8	2	0	0	0





## Unit Information

[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:

Patient check in, patient preparation for appointment, labs, observation after medication or transfusion

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

Description:

Acuity levels vary based on the type of infusion or treatment patient is receiving at our facility. Sometimes it is as simple as a maintenance port flush to plans as complicated as sensitivity testing and administration of a research drug. We currently assign patients out to each RN and try to keep acuities at 15 or less, however run about 17-19 on a regular basis. We have a fast track area, that is run by our LPNs and it entails appointments that are an hour or less long. On the clinic side, we have 3 providers and 2 APPs. Providers can see up to 32 patients each day, APPs can see up to 12, but also cover our inpatient services.

☐ Skill mix

Description:

Skill sets range from non-clinical (front desk staff and schedulers), to clinical staff (MA's) in the back office who directly with providers, LPNs in our fast track area, and RN's in our infusion area.

☐ Level of experience of nursing and patient care staff

Description:

We have a mix of new staff and experienced staff members who have been with our organization for 15 years or more.

☐ Need for specialized or intensive equipment

Description:

None



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

Description:

Patient rooms are towards the southeastern side of the building. We currently have 14 exam rooms (7 in each hallway) and 2 small MA stations. Our fast track area is on the southwestern corner of our building and currently has 6 chairs. Our infusion suite is in the northern part of the building and we currently have 22 chairs in that area.

- ☐ Other

Description:



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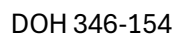
### Fixed Staffing Matrix

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

Unit/ Clinic Name:	Auburn Hematology Oncology Infusion					
Unit/ Clinic Type:	Outpatient Infusion					
Unit/ Clinic Address:	121 N Division St Suite 200 Auburn WA					
Effective as of:	12/2/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day	8	6	1	1	0

[illegible]

[illegible]



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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

Description:

N/A

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

Description:

We have an infusion template that schedules patients in EPIC to manage the type of regimens and acuity for each day.

☒ Skill mix

Description:

All Infusion RNs are required to obtain ONS Immunotherapy/Chemotherapy certification, encouraged to obtain OCN as well. Prefer to have oncology experience, and at least 1-2 years of nursing experience is required.

☒ Level of experience of nursing and patient care staff

Description:

We have a range for novice nurses to expert nurses. We do not accept resident nurses in our setting.

☐ 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:

Infusion suite holds 21 chairs and 1 bed. The space houses a Pyxis medication delivery machine located at the nurses station. The pharmacy with pharmacist and pharmacy hood is located in the same area. The pharmacist delivers any medication compounded in the hood to the infusion suite.

- ☐ Other

Description:





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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:		Tacoma General Adolescent Behavioral Health Unit									
Unit/ Clinic Type:		Behavioral Health- Adolescents									
Unit/ Clinic Address:		316 South I Street, Tacoma 98405									
Average Daily Census:		24				Maximum # of Beds:			27		
Effective as of:		12/2/2024									
Census											
Please select metric type	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)
27	0700-1100	4	4	0	5	0	0.59	0.00	0.74	0.00	
	1100-1500	4	4	0	5	0	0.59	0.00	0.74	0.00	
	1500-1900	4	4	0	5	0	0.59	0.00	0.74	0.00	
	1900-2300	4	4	0	3	0	0.59	0.00	0.44	0.00	
	2300-0300	4	4	0	3	0	0.59	0.00	0.44	0.00	
	0300-0700	4	4	0	3	0	0.59	0.00	0.44	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	7.11
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1100	4	4	0	5	0	0.62	0.00	0.77	0.00	7.38
	1100-1500	4	4	0	5	0	0.62	0.00	0.77	0.00	
	1500-1900	4	4	0	5	0	0.62	0.00	0.77	0.00	
	1900-2300	4	4	0	3	0	0.62	0.00	0.46	0.00	
	2300-0300	4	4	0	3	0	0.62	0.00	0.46	0.00	
	0300-0700	4	4	0	3	0	0.62	0.00	0.46	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1100	4	4	0	5	0	0.64	0.00	0.80	0.00	7.68
	1100-1500	4	4	0	5	0	0.64	0.00	0.80	0.00	
	1500-1900	4	4	0	5	0	0.64	0.00	0.80	0.00	
	1900-2300	4	4	0	3	0	0.64	0.00	0.48	0.00	
	2300-0300	4	4	0	3	0	0.64	0.00	0.48	0.00	
	0300-0700	4	4	0	3	0	0.64	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	
24	0700-1100	4	3	0	5	0	0.50	0.00	0.83	0.00	
	1100-1500	4	3	0	5	0	0.50	0.00	0.83	0.00	
	1500-1900	4	3	0	5	0	0.50	0.00	0.83	0.00	
	1900-2300	4	4	0	3	0	0.67	0.00	0.50	0.00	
	2300-0300	4	4	0	3	0	0.67	0.00	0.50	0.00	
	0300-0700	4	4	0	3	0	0.67	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	7.50
		0	0	0	0	0	0.00	0.00	0.00	0.00	
23	0700-1100	4	3	0	4	0	0.52	0.00	0.70	0.00	6.78
	1100-1500	4	3	0	4	0	0.52	0.00	0.70	0.00	
	1500-1900	4	3	0	4	0	0.52	0.00	0.70	0.00	
	1900-2300	4	3	0	3	0	0.52	0.00	0.52	0.00	
	2300-0300	4	3	0	3	0	0.52	0.00	0.52	0.00	
	0300-0700	4	3	0	3	0	0.52	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	
22	0700-1100	4	3	0	4	0	0.55	0.00	0.73	0.00	7.09
	1100-1500	4	3	0	4	0	0.55	0.00	0.73	0.00	
	1500-1900	4	3	0	4	0	0.55	0.00	0.73	0.00	
	1900-2300	4	3	0	3	0	0.55	0.00	0.55	0.00	
	2300-0300	4	3	0	3	0	0.55	0.00	0.55	0.00	
	0300-0700	4	3	0	3	0	0.55	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	
21	0700-1100	4	3	0	4	0	0.57	0.00	0.76	0.00	7.43
	1100-1500	4	3	0	4	0	0.57	0.00	0.76	0.00	
	1500-1900	4	3	0	4	0	0.57	0.00	0.76	0.00	
	1900-2300	4	3	0	3	0	0.57	0.00	0.57	0.00	
	2300-0300	4	3	0	3	0	0.57	0.00	0.57	0.00	
	0300-0700	4	3	0	3	0	0.57	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	

20	0700-1100	4	3	0	4	0	0.60	0.00	0.80	0.00	7.80
	1100-1500	4	3	0	4	0	0.60	0.00	0.80	0.00	
	1500-1900	4	3	0	4	0	0.60	0.00	0.80	0.00	
	1900-2300	4	3	0	3	0	0.60	0.00	0.60	0.00	
	2300-0300	4	3	0	3	0	0.60	0.00	0.60	0.00	
	0300-0700	4	3	0	3	0	0.60	0.00	0.60	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1100	4	3	0	4	0	0.63	0.00	0.84	0.00	8.21
	1100-1500	4	3	0	4	0	0.63	0.00	0.84	0.00	
	1500-1900	4	3	0	4	0	0.63	0.00	0.84	0.00	
	1900-2300	4	3	0	3	0	0.63	0.00	0.63	0.00	
	2300-0300	4	3	0	3	0	0.63	0.00	0.63	0.00	
	0300-0700	4	3	0	3	0	0.63	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	
18	0700-1100	4	3	0	4	0	0.67	0.00	0.89	0.00	8.67
	1100-1500	4	3	0	4	0	0.67	0.00	0.89	0.00	
	1500-1900	4	3	0	4	0	0.67	0.00	0.89	0.00	
	1900-2300	4	3	0	3	0	0.67	0.00	0.67	0.00	
	2300-0300	4	3	0	3	0	0.67	0.00	0.67	0.00	
	0300-0700	4	3	0	3	0	0.67	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	
	0700-1100	4	3	0	3	0	0.71	0.00	0.71	0.00	
	1100-1500	4	3	0	3	0	0.71	0.00	0.71	0.00	

17	1500-1900	4	3	0	3	0	0.71	0.00	0.71	0.00	8.47
	1900-2300	4	3	0	3	0	0.71	0.00	0.71	0.00	
	2300-0300	4	3	0	3	0	0.71	0.00	0.71	0.00	
	0300-0700	4	3	0	3	0	0.71	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	
16	0700-1100	4	3	0	3	0	0.75	0.00	0.75	0.00	8.50
	1100-1500	4	3	0	3	0	0.75	0.00	0.75	0.00	
	1500-1900	4	3	0	3	0	0.75	0.00	0.75	0.00	
	1900-2300	4	3	0	3	0	0.75	0.00	0.75	0.00	
	2300-0300	4	3	0	2	0	0.75	0.00	0.50	0.00	
	0300-0700	4	3	0	2	0	0.75	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	
15	0700-1100	4	3	0	3	0	0.80	0.00	0.80	0.00	8.80
	1100-1500	4	3	0	3	0	0.80	0.00	0.80	0.00	
	1500-1900	4	3	0	3	0	0.80	0.00	0.80	0.00	
	1900-2300	4	3	0	2	0	0.80	0.00	0.53	0.00	
	2300-0300	4	3	0	2	0	0.80	0.00	0.53	0.00	
	0300-0700	4	3	0	2	0	0.80	0.00	0.53	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	0700-1100	4	2	0	3	0	0.57	0.00	0.86	0.00	
	1100-1500	4	2	0	3	0	0.57	0.00	0.86	0.00	
	1500-1900	4	2	0	3	0	0.57	0.00	0.86	0.00	
	1900-2300	4	2	0	3	0	0.57	0.00	0.86	0.00	

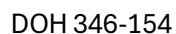
14	2300-0300	4	2	0	2	0	0.57	0.00	0.57	0.00	8.00
	0300-0700	4	2	0	2	0	0.57	0.00	0.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
13	0700-1100	4	2	0	3	0	0.62	0.00	0.92	0.00	8.62
	1100-1500	4	2	0	3	0	0.62	0.00	0.92	0.00	
	1500-1900	4	2	0	3	0	0.62	0.00	0.92	0.00	
	1900-2300	4	2	0	3	0	0.62	0.00	0.92	0.00	
	2300-0300	4	2	0	2	0	0.62	0.00	0.62	0.00	
	0300-0700	4	2	0	2	0	0.62	0.00	0.62	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1100	4	2	0	3	0	0.67	0.00	1.00	0.00	9.67
	1100-1500	4	2	0	3	0	0.67	0.00	1.00	0.00	
	1500-1900	4	2	0	3	0	0.67	0.00	1.00	0.00	
	1900-2300	4	3	0	3	0	1.00	0.00	1.00	0.00	
	2300-0300	4	2	0	2	0	0.67	0.00	0.67	0.00	
	0300-0700	4	2	0	2	0	0.67	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	
11	0700-1100	4	2	0	2	0	0.73	0.00	0.73	0.00	
	1100-1500	4	2	0	2	0	0.73	0.00	0.73	0.00	
	1500-1900	4	2	0	2	0	0.73	0.00	0.73	0.00	
	1900-2300	4	2	0	2	0	0.73	0.00	0.73	0.00	
	2300-0300	4	2	0	2	0	0.73	0.00	0.73	0.00	
	0300-0700	4	2	0	2	0	0.73	0.00	0.73	0.00	

		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	
10	0700-1100	4	2	0	2	0	0.80	0.00	0.80	0.00	9.60
	1100-1500	4	2	0	2	0	0.80	0.00	0.80	0.00	
	1500-1900	4	2	0	2	0	0.80	0.00	0.80	0.00	
	1900-2300	4	2	0	2	0	0.80	0.00	0.80	0.00	
	2300-0300	4	2	0	2	0	0.80	0.00	0.80	0.00	
	0300-0700	4	2	0	2	0	0.80	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	
9	0700-1100	4	2	0	2	0	0.89	0.00	0.89	0.00	10.67
	1100-1500	4	2	0	2	0	0.89	0.00	0.89	0.00	
	1500-1900	4	2	0	2	0	0.89	0.00	0.89	0.00	
	1900-2300	4	2	0	2	0	0.89	0.00	0.89	0.00	
	2300-0300	4	2	0	2	0	0.89	0.00	0.89	0.00	
	0300-0700	4	2	0	2	0	0.89	0.00	0.89	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	0700-1100	4	2	0	2	0	1.00	0.00	1.00	0.00	
	1100-1500	4	2	0	2	0	1.00	0.00	1.00	0.00	
	1500-1900	4	2	0	2	0	1.00	0.00	1.00	0.00	
	1900-2300	4	2	0	2	0	1.00	0.00	1.00	0.00	
	2300-0300	4	2	0	2	0	1.00	0.00	1.00	0.00	
	0300-0700	4	2	0	2	0	1.00	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	12.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
7	0700-1100	4	2	0	2	0	1.14	0.00	1.14	0.00	13.71
	1100-1500	4	2	0	2	0	1.14	0.00	1.14	0.00	
	1500-1900	4	2	0	2	0	1.14	0.00	1.14	0.00	
	1900-2300	4	2	0	2	0	1.14	0.00	1.14	0.00	
	2300-0300	4	2	0	2	0	1.14	0.00	1.14	0.00	
	0300-0700	4	2	0	2	0	1.14	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	
6	0700-1100	4	2	0	2	0	1.33	0.00	1.33	0.00	16.00
	1100-1500	4	2	0	2	0	1.33	0.00	1.33	0.00	
	1500-1900	4	2	0	2	0	1.33	0.00	1.33	0.00	
	1900-2300	4	2	0	2	0	1.33	0.00	1.33	0.00	
	2300-0300	4	2	0	2	0	1.33	0.00	1.33	0.00	
	0300-0700	4	2	0	2	0	1.33	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	
	0700-1100	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
	1100-1500	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
	1500-1900	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
	1900-2300	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
	2300-0300	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
	0300-0700	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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## Additional Care Team Members

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## 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 ABHU is a fast pace unit with 3-5 discharges and admissions a day.

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

Description:

We require all adolescents admitted to the unit to be with staff at all times; staff have visualization of the patients at all times.

☒ Skill mix

Description:

The staffing matrix is built off of a multidisciplinary team approach which includes nurses, mental health technicians, therapy providers, and social workers. Charge nurse does not have patient assignments in census between 18 and 24 for dayshift. Night shift Charge RN always has a case load. Resource RN and MHT are unassigned to specific patient assignments.

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

Description:

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

Description:

The unit is structures to run the patients in "pods" and/or 4 seperate groups.

- ☐ Other

Description:

Each patient has an individualized care plan and additional orders can be obtained based on needs and overall safety (i.e. L sight and/or constant observer).





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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:	Federal Way Off Campus ED					
Unit/ Clinic Type:	Emergency Department					
Unit/ Clinic Address:	29805 Pacific Highway S, Federal Way WA 98003					
Effective as of:	12/2/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (0700-1930)	12	3	1		
	Day/Mid (1100-2330)	12	2	1		
	Evening/Night (15-0330)	12	3	2		
	Nights (1900-0730)	12	2	1		

Tuesday	Day (0700-1930)	12	3	1		
	Day/Mid (1100-2330)	12	2	1		
	Evening/Night (15-0330)	12	3	2		
	Nights (1900-0730)	12	2	1		
Wednesday	Day (0700-1930)	12	3	1		
	Day/Mid (1100-2330)	12	2	1		
	Evening/Night (15-0330)	12	3	2		
	Nights (1900-0730)	12	2	1		
Thursday	Day (0700-1930)	12	3	1		
	Day/Mid (1100-2330)	12	2	1		
	Evening/Night (15-0330)	12	3	2		
	Nights (1900-0730)	12	2	1		

Friday	Day (0700-1930)	12	3	1		
	Day/Mid (1100-2330)	12	2	1		
	Evening/Night (15-0330)	12	3	2		
	Nights (1900-0730)	12	2	1		
Saturday	Day (0700-1930)	12	3	1		
	Day/Mid (1100-2330)	12	2	1		
	Evening/Night (15-0330)	12	3	2		
	Nights (1900-0730)	12	2	1		
Sunday	Day (0700-1930)	12	3	1		
	Day/Mid (1100-2330)	12	2	1		
	Evening/Night (15-0330)	12	3	2		
	Nights (1900-0730)	12	2	1		



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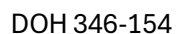
## Patient Volume-based Staffing Matrix Formula Template

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.

<b>Unit/ Clinic Name:</b>	<b>AH MedSurg ICU</b>										
<b>Unit/ Clinic Type:</b>	<b>Intensive Care Unit</b>										
<b>Unit/ Clinic Address:</b>	<b>1901 S Union Ave, Tacoma, WA 98405</b>										
<b>Average Daily Census:</b>	<b>5.37</b>					<b>Maximum # of Beds:</b>	<b>6</b>				
<b>Effective as of:</b>	<b>4-Dec-24</b>										
<b>Census</b>											
Please select metric type	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)
6	Day	12	3	0	0	0	6.00	0.00	0.00	0.00	
	Night	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	

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## Unit Information

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## 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 AH Intensive Care Unit (ICU) supports patients who are 18 years and older. Average age of the patient population is between 60 and 90 years old.

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

Description:

This unit supports 6 adult intensive care beds and provides patient care 24/7/365 days a year. The unit is comprised of cardiac and respiratory-related illnesses and injuries, diagnoses related to infectious disease and/or processes including pancreatitis, illnesses related to diabetes or post-operative care patients.

☐ Skill mix

Description:

cui

☐ Level of experience of nursing and patient care staff

Description:

Experience, background, or education in critical care for all nursing and patient care staff.

☐ Need for specialized or intensive equipment

Description:

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

Description:

- ☐ Other

Description:



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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:		Allenmore 2West MedSurg Interm Care									
Unit/ Clinic Type:		Progressive Care Unit									
Unit/ Clinic Address:		1901 S Union Ave, Tacoma, WA 98405									
Average Daily Census:		27				Maximum # of Beds:			29		
Effective as of:		4-Dec-24									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
12	day	12	3	0	1	0	3.00	0.00	1.00	0.00	
	night	12	3	0	1	0	3.00	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	





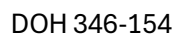
19	day	12	5	0	2	0	3.16	0.00	1.26	0.00	8.84
	night	12	5	0	2	0	3.16	0.00	1.26	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
20	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	
		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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	day	12	5	0	3	0	2.73	0.00	1.64	0.00	
	night	12	5	0	3	0	2.73	0.00	1.64	0.00	

22		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	
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	
		0	0	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	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	
		0	0	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	6	0	3	0	2.88	0.00	1.44	0.00	
	night	12	6	0	3	0	2.88	0.00	1.44	0.00	
		0	0	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		0	0	0	0	0	0.00	0.00	0.00	0.00	8.64
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	day	12	6	0	3	0	2.77	0.00	1.38	0.00	8.31
	night	12	6	0	3	0	2.77	0.00	1.38	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	day	12	6	0	3	0	2.67	0.00	1.33	0.00	8.00
	night	12	6	0	3	0	2.67	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	7	0	3	0	3.00	0.00	1.29	0.00	
	night	12	7	0	3	0	3.00	0.00	1.29	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

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## 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:

29 bed inpatient unit serving community needs. AH MedSurg Intern Care is acutiy adaptable with medical, med tele and PCU patients. Unit functions 24/7, recieving admisssions from ED and off campus transfers.

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

Description:

Mixed acuity level with stable medical, med surg and med tele patients to low acuity PCU patients.

☐ Skill mix

Description:

Skill mix of CNAs, LPNs, RNs and HUC.

☐ Level of experience of nursing and patient care staff

Description:

Level of experience ranges from residency RNs to greater than 15 years.

☐ Need for specialized or intensive equipment

Description:

All rooms have telemetry hardwire capabilities.

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

Description:

2West MedSurg Interm Care unit is located in Allenmore Hospital, 2nd floor. Nurses station, medication room and supplies are centrally located. Rooms 2101-2104, 2106-2110 are semi private rooms. Rooms 2105, 2111-2120 are private rooms. Rooms 2111-2114 have ICU capability. 2104, 2105, 2114, and 2115 are negative pressure rooms.

- ☐ Other

Description:



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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:		Allenmore Hospital									
Unit/ Clinic Type:		2 East OrthoGenSurg									
Unit/ Clinic Address:		1901 S Union, Tacoma WA 98405. MailStop 19U-H2-SUR									
Average Daily Census:		26				Maximum # of Beds:			30		
Effective as of:		12/4/2024									
Census											
Please select metric type	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)
12	Day	12	3	0	2	0	3.00	0.00	2.00	0.00	
	Night	12	3	0	2	0	3.00	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	





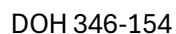


19	Day	12	4	0	2	0	2.53	0.00	1.26	0.00	7.58
	Night	12	4	0	2	0	2.53	0.00	1.26	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
20	Day	12	4	0	2	0	2.40	0.00	1.20	0.00	7.20
	Night	12	4	0	2	0	2.40	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	
21	Day	12	5	0	3	0	2.86	0.00	1.71	0.00	9.14
	Night	12	5	0	3	0	2.86	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day	12	5	0	3	0	2.73	0.00	1.64	0.00	
	Night	12	5	0	3	0	2.73	0.00	1.64	0.00	

22		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	
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	
		0	0	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	Day	12	5	0	3	0	2.50	0.00	1.50	0.00	8.00
	Night	12	5	0	3	0	2.50	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	
		0	0	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	5	0	3	0	2.40	0.00	1.44	0.00	
	Night	12	5	0	3	0	2.40	0.00	1.44	0.00	
		0	0	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		0	0	0	0	0	0.00	0.00	0.00	0.00	7.68
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	Day	12	6	0	3	0	2.77	0.00	1.38	0.00	8.31
	Night	12	6	0	3	0	2.77	0.00	1.38	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	Day	12	6	0	3	0	2.67	0.00	1.33	0.00	8.00
	Night	12	6	0	3	0	2.67	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	3	0	2.57	0.00	1.29	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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

[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:

Average Daily Census: 26 pts. This unit is very fast-paced, mostly consisting of weekday-post op patients with admissions and discharges rapidly moving throughout the day. Our highest turnover times is between 1300-1800. We average 10-12 discharges per day, with upwards of 16-18 discharges daily. We rarely see lower than 8 discharges during the weekdays. Admissions follow the discharges, average of 8-10 post-op admissions from surgery, as well as receiving admissions from the ED, OCEDs and our other MHS facilities. Furthermore, we occasional take direct admits from our surgical clinics (ortho/Bari/etc).

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

Description:

The acuity of the unit mainly come for the fast-paced movement of admits, discharges and transfers during the weekdays (surgical admits, procedures to and from the unit, surgical discharges, medical discharges, rapid vitals and COE measure documentation/tracking/mobility, and high education especially for the surgical post op discharges/admits). The dayshift tend to be moving quickly due to acute surgical needs, but NOCs and weekends due tend to slow down a bit as the turnover is not so intense.

☒ Skill mix

Description:

Common Diagnoses & Procedures:?

Bariatrics (center of excellence), Orthopedics (center of excellence for total joint knee and hips), General Surgery, Urology, and Gynecology. High Volume of as needed medical inpatient care: high needs community due to low income area serviced by Allenmore.

Competencies:?

Significant push towards certifications in our largest areas of specialty- Bariatric, Ortho, and M/S general. We have advanced COE for Joints and have COE for Bariatrics. We have 10 tele boxes for low acuity tele. Some consideration to remove telemetry due to high acuity and staff movement, but not in project at this time.

BLS certifications for all 2E staff?

☒ Level of experience of nursing and patient care staff

Description:

☒ Need for specialized or intensive equipment

Description:

Sara Stedy, Bariatric equipment, ortho/Total joint equipment. Telemetry Monitoring. Suction for SBO etc. Suction for incontinence to allow for skin maintenance with purewick but avoid foley placement. Incentive Spirometer for post surgical prevention of respiratory complications (bari excellence). Bladder Scanners for prevention of post op complication (ortho excellence). Wound and Ostomy Care more common due to surgical nature of unit, plus outside transfers for increased care needs with infections requiring surgical operative care. Ceiling Slings to prevent in bed decline due to poor mobility, particular with Orth-Hip needs and aging population. Recliners for post surgical up out of bed requirements to increase ability to discharge within 24-48 hrs.



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

Description:

Located on the 2nd floor of Allenmore Hospital

Open 24/7 365 ☺

Cares for primarily adults, exceptions are made through leadership with consideration for teenagers but not younger than 16. Due to no pediatric care certified staff present and need for parental presence etc.

Unit Dynamics

Private Rooms- 10

~~Provides post-op care primarily for pts with total joint surgeries. The room is set up to accommodate work with PT/OT and has PT approved~~

- ☒ Other

Description:

We have an active Unit based shared leadership counsel who is focusing on standardizing workflows, placement of supplies, unit engagement, and processes/flow. CN team is working to standardize shift report, bed/safety huddle report, workflow, acuities, and rounding. CNAs are focused on pt service: responsiveness (call lights and toileting), RN/LPN team is working on pt service: Nursing communication with Stop, Pause, connect, and listen/reiterate the plan or story. HUCs are focusing on use of telmediq communication tool, connection to pt safety, and pt service: responsiveness. Committee members focus to send the meeting minutes and follow up gained at the meeting discussions-presented back to the unit staff. Mobility with JH is being lead by our LPN and other unit staff to improve post operative and other medical patient outcomes through the John Hopkins mobility initiative and new equipment such as sara steady and room updates(whiteboards and walk stations). Leadership goals: Staffing for safety/staffing with the appropriate needs, SCORE/burnout discussion, increasing patient service through rounding, in the moment education for safety, survey, and daily workflow.



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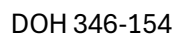
### Fixed Staffing Matrix

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:	Allenmore Hospital Emergency Department					
Unit/ Clinic Type:	Emergency Department					
Unit/ Clinic Address:	1901 S Union Ave., Tacoma, WA 98405					
Effective as of:	12/4/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day	12	4	0	2	1
	Mid	12	6	0	0	2
	Night	12	4	0	2	1

Tuesday	Day	12	4	0	2	1
	Mid	12	6	0	0	2
	Night	12	4	0	2	1
Wednesday	Day	12	4	0	2	1
	Mid	12	6	0	0	2
	Night	12	4	0	2	1
Thursday	Day	12	4	0	2	1
	Mid	12	6	0	0	2
	Night	12	4	0	2	1

[illegible]



## Unit Information

[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:

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

Description:

Allenmore Hospital Emergency Department holds a level IV trauma designation that provides comprehensive care to our patient population. Approximately 5-10% of our patient population is pediatric and we have an overall admission rate of approximately 10-15%. We collaborate with our inpatient nursing units in attempt to provide inpatient staff to care for inpatients that may be boarding in the emergency department.

☒ Skill mix

Description:

Our nursing team is comprised of registered nurses, emergency services technicians, certified nursing assistants, and a health unit coordinator / monitor technician.

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

Description:

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

Description:

- ☐ Other

Description:





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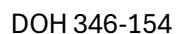
### Fixed Staffing Matrix

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

Unit/ Clinic Name:	AH Operating Room					
Unit/ Clinic Type:	Operating Room					
Unit/ Clinic Address:	1901 S Union Ave, Tacoma, WA 98405					
Effective as of:	4-Dec-24					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	700	8-12 hours	8	0	0	0
	1500	8-12 hours	8	0	0	0
	1700	8-12 hours	3	0	0	0
	2000	8-12 hours	2	0	0	0

Tuesday	700	8-12 hours	8	0	0	0
	1500	8-12 hours	8	0	0	0
	1700	8-12 hours	3	0	0	0
	2000	8-12 hours	2	0	0	0
Wednesday	700	8-12 hours	8	0	0	0
	1500	8-12 hours	8	0	0	0
	1700	8-12 hours	3	0	0	0
	2000	8-12 hours	2	0	0	0
Thursday	700	8-12 hours	8	0	0	0
	1500	8-12 hours	8	0	0	0
	1700	8-12 hours	3	0	0	0
	2000	8-12 hours	2	0	0	0

[illegible]



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## 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:

Up to eight operating rooms are utilized and scheduled for surgical procedures Monday through Friday 0730-1700; up to two operating rooms after 1730 and one operating room after 1900. Urgent/emergent surgical procedures are accomodated 24 hours a day, seven days a week.

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

Description:

Allenmore Hospital provides a multi-specialty surgical enviroment that meet the needs of patients thirteen years to geriatrics. Those patients that are thirteen to eighteen years of age should not have a diagnosis of sleep apnea. Scope of services served are orthopedics, including Total Joint Replacements, Robotics, Urology, General Surgery, Bariatric, Ophthalmology and Podiatry.

☒ Skill mix

Description:

Staffing is composed of RNs, Surgical Technologists, and Anesthesia Assistants. The standard for each O.R. room is two staff members; one RN circulator and one Surgical Technologist, or one RN circulator and one RN in the scrub role. For certain robotic procedures, an additional RN or Surgical Technologist may be required for optimum patient care.

☒ Level of experience of nursing and patient care staff

Description:

Staffing will be sufficient at all times in numbers, skill mix and competency to meet the needs of patients. REGISTERED NURSE must be competent in the perioperative services specialty as determined by education, orientation, and experience. SURGICAL TECHNOLOGIST must be graduates of a qualified Surgical Technology Program and be registered with the State of Washington, will skills and abilities measured during the orientation process by precepting and mentoring. ANESTHESIA ASSISTANTS must have specialized training in Anesthesia Assistance for individuals from a variety of healthcare backgrounds. Requirements are high school graduate with special orientation to the perioperative environment.

☐ Need for specialized or intensive equipment

Description:

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

Description:

- ☒ Other

Description:

Call team consists of one RN and one Surgical Technologist, coverage is from 2200-0630 Monday through Friday. On weekends and holidays, coverage is from 0630-0630 the following day. On weekends, Anesthesia Assistant coverage is from 0730-1600. Response time for call is 30 minutes.



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## Fixed Staffing Matrix

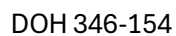
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	AH Day Surgery Unit					
Unit/ Clinic Type:	Surgical Admit Unit					
Unit/ Clinic Address:	1901 S. Union Ave., Tacoma, WA 98405					
Effective as of:	12/4/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0500-1330		0	0	0	0
	0530-1400		1	0	0	0
	0530-1800		2	0	0	0
	0600-1430		4	0	0	0
	0800-1630		0	0	0	0



Tuesday	0500-1330		0	0	0	0
	0530-1400		1	0	0	0
	0530-1800		2	0	0	0
	0600-1430		4	0	0	0
	0800-1630		0	0	0	0
Wednesday	0500-1330		0	0	0	0
	0530-1400		1	0	0	0
	0530-1800		2	0	0	0
	0600-1430		4	0	0	0
	0800-1630		0	0	0	0
Thursday	0500-1330		0	0	0	0
	0530-1400		1	0	0	0
	0530-1800		2	0	0	0
	0600-1430		4	0	0	0
	0800-1630		0	0	0	0





## Unit Information

[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:

The unit includes 12 rooms with the ability to flex more beds into Phase 2. Our typical procedures include bariatrics (center of excellence for bariatrics), orthopedics (center of excellence for total joints), gynecology, urology, ophthalmology, general surgeries, as well as GI and IR procedures. Our patients consist of OR, GI, and IR. We are open Monday-Friday and closed on weekends and holidays except for emergent surgeries.

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

Description:

Acuity of patients are typically ambulatory or MedSurg, however the unit is capable of monitoring a higher level of care ED patient if needed for a short period of time prior to surgery.

☐ Skill mix

Description:

RN and CNA's staff this unit.

☐ Level of experience of nursing and patient care staff

Description:

Because Day Surgery and PACU work so closely together all DSU RNs are cross trained to PACU and can care for ICU level of care patients in the immediate post op recovery phase of care. The minimum experience required is at least 2 years of ED, ICU, PCU or a qualifying PACU residency.

☐ Need for specialized or intensive equipment

Description:

This unit has access to US for guided IV, which does require training and return demo prior to use.

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

Description:

There are 12 beds in DSU that are acuity adaptable with the Phase 2 recovery unit. The unit was designed to flow with patient admissions allowing for more bed space for admitting in the morning and more recovery bed space in the afternoon.

- ☐ Other

Description:



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## Fixed Staffing Matrix

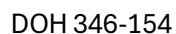
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	AH PACU					
Unit/ Clinic Type:	Post Anesthesia Care Unit					
Unit/ Clinic Address:	1901 S. Union Ave., Tacoma, WA					
Effective as of:	12/4/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0800-1630		2	0	0	0
	0830-1700		1	1	0	0
	0830-2100		1	0	0	0
	0900-1730		1	0	0	0
	0930-2200		4	0	0	0
	1000-1830		1	0	0	0

	1000-2030		0	1	0	0
	1100-1930		0	0	0	0
	call 2200-0800		2			
Tuesday	0800-1630		2	0	0	0
	0830-1700		1	1	0	0
	0830-2100		1	0	0	0
	0900-1730		1	0	0	0
	0930-2200		4	0	0	0
	1000-1830		1	0	0	0
	1000-2030		0	1	0	0
	1100-1930		0	0	0	0
	call 2200-0800		2			
Wednesday	0800-1630		2	0	0	0
	0830-1700		1	1	0	0
	0830-2100		1	0	0	0
	0900-1730		1	0	0	0
	0930-2200		4	0	0	0
	1000-1830		1	0	0	0
	1000-2030		0	1	0	0
	1100-1930		0	0	0	0
	call 2200-0800		2			
Thursday	0800-1630		2	0	0	0
	0830-1700		1	1	0	0
	0830-2100		1	0	0	0
	0900-1730		1	0	0	0
	0930-2200		4	0	0	0
	1000-1830		1	0	0	0
	1000-2030		0	1	0	0
	1100-1930		0	0	0	0







## Unit Information

[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:

The unit includes 17 rooms consisting of 12 Phase 1 bays and 5 Phase 2 beds, with the ability to flex more beds into day surgery. Our typical procedures include bariatrics (center of excellence for bariatrics), orthopedics (center of excellence for total joints), gynecology, urology, ophthalmology, general surgeries, as well as GI and IR procedures. Our patients consist of OR, GI, and IR. We are open Monday-Friday and closed on weekends and holidays except for emergent surgeries.

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

Description:

Patient acuity in PACU is critical care for the immediate post operative phase. Phase I is the level of care in which close monitoring is required, including airway and support for effective ventilation, progression toward hemodynamic stability, pain control, fluid management, and other acute aspects of patient care. Phase 2 PACU patients have met Phase 1 discharge criteria, and the care in this phase focuses on continued pain management, increasing activity, education, and a safe discharge. Phase 1 can also provide extended care to patients who have met discharge criteria, but are still waiting on transfer to another unit.

☐ Skill mix

Description:

RNs, LPNs, and CNA's staff this unit.

☐ Level of experience of nursing and patient care staff

Description:

Because Day Surgery and PACU work so closely together all DSU RNs are cross trained to PACU and can care for ICU level of care patients in the immediate post op recovery phase of care. The minimum experience required is at least 2 years of ED, ICU, PCU or a qualifying PACU residency.

☐ Need for specialized or intensive equipment

Description:

This unit has access to US for guided IV, which does require training and return demo prior to use. There is also access to continuous monitoring and ventilation if required.

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

Description:

The unit includes 17 rooms consisting of 12 Phase 1 bays and 5 Phase 2 beds, with the ability to flex more beds into day surgery.

- ☐ Other

Description:



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### Fixed Staffing Matrix

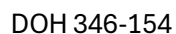
Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	AH Interventional Radiology					
Unit/ Clinic Type:	Interventional Radiology					
Unit/ Clinic Address:	1901 S. Union Ave., Tacoma, WA					
Effective as of:	12/4/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day	10	1	0	0	0

[illegible]







## Unit Information

[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:

Allenmore IR serves inpatient, outpatient and ER patients. Allenmore IR is considered "IR light" due to the limitations of the current equipment. Common procedures include port placement, CT or US guided biopsies, paracentesis, thoracentesis, drain placements.

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

Description:

Acuity of patients range from stable outpatients to ICU level inpatients.

☐ Skill mix

Description:

RN only

☐ Level of experience of nursing and patient care staff

Description:

All IR RNs are required to have a minimum of 3 years of critical care, ED or procedural experience.

☐ Need for specialized or intensive equipment

Description:

Radiology procedures performed using fluoroscopy, US, or CT guidance.

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

Description:

One main IR control room in close proximity to xray, CT, MR and IR suite. Short stay patients admitted and recovered through the Day Surgery Unit, also located on the same floor.

- ☐ Other

Description:

Minimum staffing utilized daily, Monday-Friday. One RN, one IR technologist and one provider.



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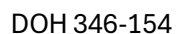
### Fixed Staffing Matrix

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:	West Pierce Pre-Anesthesia Clinic					
Unit/ Clinic Type:	Pre-Anesthesia Clinic					
Unit/ Clinic Address:	1901 S. Union Ave., Tacoma, WA					
Effective as of:	12/4/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0800-1630		11	0	2	0

[illegible]

[illegible]



## Unit Information

[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:

There are 9 patient care rooms that are built virtually for this clinic and those rooms can accommodate 9 patients per day with built in rest breaks and meal periods. Each phone appointment is 40 minutes long and allows time for charting and follow up. There is also a nurse facilitator who is ensuring that follow-up action items are occurring prior to surgery as well as a nurse whose role is to track and document specialty clearances. This clinic supports 100% of the elective surgical case volume for 4 operating rooms (Allenmore Hospital, Tacoma General Hospital, Baker Day Surgery, and the Gig Harbor Ambulatory Surgery Center).

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

Description:

The care provided in this clinic is for ambulatory patients prior to surgery and the bulk of care provided is patient interviews either remote or in person.

☐ Skill mix

Description:

RNs, ARNPs, and CNA's staff this unit.

☐ Level of experience of nursing and patient care staff

Description:

The nursing staff here is required to carry BSNs (or be a grandfathered ADN) per MHS standard and must have at least 2 years experience in the perioperative setting. CNAs must have an active licensure and experience with EKGs is preferred.

☐ Need for specialized or intensive equipment

Description:

This unit uses home setups for remote work per MHS standards for privacy compliance.

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

Description:

This is an outpatient clinic with two patient care treatment rooms that are set up to perform EKGs and physical assessments as required. There are also 4 additional rooms that have space for either in person or phone interviews with patients. The rest of the team works remotely.

- ☐ Other

Description:



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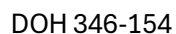
## Fixed Staffing Matrix

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

Unit/ Clinic Name:	MultiCare Gig Harbor Ambulatory Surgery OR					
Unit/ Clinic Type:	Operating Room					
Unit/ Clinic Address:	4545 Point Fosdick Drive NW Suite 160					
Effective as of:	4-Dec-24					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday						
	0630-1500 (RN)		3	0	0	0
	0630-1700 (RN)		2	0	0	0
	0830-1700 (RN)		1	0	0	0

Tuesday						
	0630-1500 (RN)		3	0	0	0
	0630-1700 (RN)		2	0	0	0
	0830-1700 (RN)		1	0	0	0
Wednesday						
	0630-1500 (RN)		3	0	0	0
	0630-1700 (RN)		2	0	0	0
	0830-1700 (RN)		1	0	0	0
Thursday						
	0630-1500 (RN)		3	0	0	0
	0630-1700 (RN)		2	0	0	0
	0830-1700 (RN)		1	0	0	0

[illegible]



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[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:

4 operating rooms are utilized and scheduled for surgical and pain procedures Monday through Friday 0730-1630; up to two operating rooms after 1530. Patients are discharged same day. Urgent/emergent transfers made to TG.

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

Description:

Gig Harbor OR surgical environment that meets the needs of patients 1 years to geriatrics. Those patients must meet anesthesia admission criteria. Scope of services served are orthopedics, ent, gyn, Robotics, plastics, General Surgery and Ophthalmology.



☒ Skill mix

Description:

Staffing is composed of RNs, Surgical Technologists, and Anesthesia Assistants. The standard for each O.R. room is two staff members; one RN circulator and one Surgical Technologist, or one RN circulator and one RN in the scrub role. For certain robotic procedures, an additional RN or Surgical Technologist may be required for optimum patient care.

☒ Level of experience of nursing and patient care staff

Description:

Staffing will be sufficient at all times in numbers, skill mix and competency to meet the needs of patients. REGISTERED NURSE must be competent in the perioperative services specialty as determined by education, orientation, and experience. SURGICAL TECHNOLOGIST must be graduates of a qualified Surgical Technology Program and be registered with the State of Washington, will skills and abilities measured during the orientation process by precepting and mentoring. ANESTHESIA ASSISTANTS must have specialized training in Anesthesia Assistance for individuals from a variety of healthcare backgrounds. Requirements are high school graduate with special orientation to the perioperative environment.

☐ Need for specialized or intensive equipment

Description:

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

Description:

- ☐ Other

Description:



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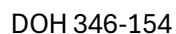
### Fixed Staffing Matrix

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

Unit/ Clinic Name:	Gig Harbor Ambulatory Surgery Center PACU/Pre-op					
Unit/ Clinic Type:	Pre-op/ PACU					
Unit/ Clinic Address:	4545 Point Fosdick Drive NW Suite 160					
Effective as of:	12/4/2024					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0600-1430		4	0	0	0
	0730-1600		2	0	0	0
	0830-1700		2	0	0	0
	0830-1900		2	0	0	0

Tuesday	0600-1430		4	0	0	0
	0730-1600		2	0	0	0
	0830-1700		2	0	0	0
	0830-1900		2	0	0	0
Wednesday	0600-1430		4	0	0	0
	0730-1600		2	0	0	0
	0830-1700		2	0	0	0
	0830-1900		2	0	0	0
Thursday	0600-1430		4	0	0	0
	0730-1600		2	0	0	0
	0830-1700		2	0	0	0
	0830-1900		2	0	0	0





## Unit Information

[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:

The unit includes 6 pre-op rooms/bays and 10 PACU rooms/bays. Surgeries include ENT, orthopedics, gynecology, plastics, ophthalmology, general surgeries, pain procedures. We are open Monday-Friday and closed on weekends and holidays.

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

Description:

Acuity of patients are ambulatory.

☐ Skill mix

Description:

RN and CNA's staff this unit.

☐ Level of experience of nursing and patient care staff

Description:

All RNs are cross trained to Pre-op, PACU and procedural sedation. The minimum experience required is at least 2 years of ED, ICU, PCU or a qualifying PACU residency.

☐ Need for specialized or intensive equipment

Description:



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

Description:

Preop consists of 6 admission bays and 1 nursing station. PACu consists of 10 recovery bays, 1 nursing station and a PYXIS. Phase 2 recovery has 5 private patient rooms with private bathrooms. This area is flexed to admit and recovery patients as unit census requires.

- ☐ Other

Description:



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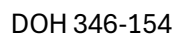
## Fixed Staffing Matrix

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

Unit/ Clinic Name:	AH AMBULATORY INFUSION					
Unit/ Clinic Type:	Hospital Based Ambulatory infusion					
Unit/ Clinic Address:	3124 S 19th street Suite 105 Tacoma, WA 98405					
Effective as of:	12/4/2024					
Day of the week						
Day of the week	Please select	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0700-1730	10				3
	0830-1700	8	9	0		

[illegible]





## Unit Information

[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:

Patients are seen every 20 minutes for durations of 30 minutes to 5 hour infusions.

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

Description:

Patients are ambulatory and low acuity. Intensity of care needs is low. Type of care are ambulatory patients in outpatient setting.

☐ Skill mix

Description:

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

Description:

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

Description:

- ☒ Other

Description:

One nurse in the count works as Charge RN who conducts care coordination efforts with acute care discharges.