

COVER PAGE

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

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Hospital Staffing Form

Attestation

Date:

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

As approved by:

Eric Moll

Hospital Information

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

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

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

Description:

Terms of applicable collective bargaining agreement

Description:

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

Description:

Hospital finances and resources

Description:

Other

Description:

Signature

CEO & Co-chairs Name:	Signature:	Date:
	<i>Eric Moll</i>	
	<i>William Lorton</i>	2-27-25
	<i>Bethany Rippee</i>	2-27-25

Total Votes	
# of Approvals	# of Denials

Access unit staffing matrices here.

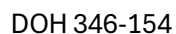
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Patient Volume-based Staffing Matrix Formula Template

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:		Ambulatory Care Services (ACS / ACC)									
Unit/ Clinic Type:		Outpatient									
Unit/ Clinic Address:		901 Mt View Dr. Shelton, WA 98584									
Average Daily Census:		6					Maximum # of Beds:		N/A (turnover)		
Effective as of:		2/18/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	Day(variable)	8	1	0	0	0	8.00	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
2	Day(variable)	8	2	0	0	0	8.00	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
3	Day(variable)	8	2	0	0	0	5.33	0.00	0.00	0.00	5.33
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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(variable)	8	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	

[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:

Appointment times are staggered and durations vary so the census fluctuates throughout the shift.

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

Description:

Appointment type/reason for visit may require RN care/ assessment/monitoring.

☐ Skill mix

Description:

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

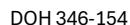
Description:

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

Description:

- ☐ Other

Description:



Patient Volume-based Staffing Matrix Formula Template

[illegible]

[illegible]

[illegible]



DOH 346-154

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Unit Information

Additional Care Team Members

Shift Coverage

Occupation

Day

Evening

Night

Weekend

None

Unit Information															
------------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

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

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

Admits are time intensive and some require more tasks to be completed than others. Subsequent patient arrival times may be short intervals based on surgery duration. Postops are unpredictable when it comes to arrival to phase II, readiness for discharge, etc.															
---	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

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

Postop acuity may vary requiring 1-on-1 care.															
---	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

[illegible]

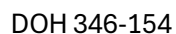
[illegible]

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:		PACU									
Unit/ Clinic Type:		Outpatient									
Unit/ Clinic Address:		901 Mt View Dr. Shelton, WA 98584									
Average Daily Census:		3			Maximum # of Beds:			5			
Effective as of:		2/18/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	Day(variable)	8	2	0	0	0	16.00	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
2	Day(variable)	8	2	0	0	0	8.00	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
3	Day(variable)	8	3	0	0	0	8.00	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day(variable)	8	4	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

[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:

Per ASPAN standards, two RNs must be in the same room as the patient receiving phase I level of care.

☐ Skill mix

Description:

☐ Level of experience of nursing and patient care staff

Description:

☐ Need for specialized or intensive equipment

Description:

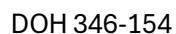
- ☐ Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

- ☐ Other

Description:

[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:

☒ Skill mix

Description:

Only certified Wound Care RN can make treatment plan.

☐ 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:		MSP									
Unit/ Clinic Type:		Medical Surgical Pediatrics									
Unit/ Clinic Address:		901 Mountain View Drive Shelton Wa 98584									
Average Daily Census:		16				Maximum # of Beds:			30		
Effective as of:		2/18/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	Day (7am-7pm)	12	2	0	0	0	24.00	0.00	0.00	0.00	
	Eve (7 pm-11pm)	4	2	0	0	0	8.00	0.00	0.00	0.00	
	Night(11pm-7am)	8	2	0	0	0	16.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	2	0	0	0	12.00	0.00	0.00	0.00	24.00
	Eve (7 pm-11pm)	4	2	0	0	0	4.00	0.00	0.00	0.00	
	Night(11pm-7am)	8	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
3	Day (7am-7pm)	12	2	0	0	0	8.00	0.00	0.00	0.00	16.00
	Eve (7 pm-11pm)	4	2	0	0	0	2.67	0.00	0.00	0.00	
	Night(11pm-7am)	8	2	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	2	0	0	1	6.00	0.00	0.00	3.00	

4	Eve (7 pm-11pm)	4	2	0	0	0	2.00	0.00	0.00	0.00	19.00
	Night(11pm-7am)	8	4	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	Day (7am-7pm)	12	2	0	0	1	4.80	0.00	0.00	2.40	14.40
	Eve (7 pm-11pm)	4	2	0	1	0	1.60	0.00	0.80	0.00	
	Night(11pm-7am)	8	2	0	1	0	3.20	0.00	1.60	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	
		0	0	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 (7am-7pm)	12	2	0	0	1	4.00	0.00	0.00	2.00	
	Eve (7 pm-11pm)	4	2	0	1	0	1.33	0.00	0.67	0.00	
	Night(11pm-7am)	8	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	12.00
		0	0	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	Day (7am-7pm)	12	3	0	1	1	5.14	0.00	1.71	1.71	13.71
	Eve (7 pm-11pm)	4	2	0	1	0	1.14	0.00	0.57	0.00	
	Night(11pm-7am)	8	2	0	1	0	2.29	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	
8	Day (7am-7pm)	12	3	0	1	1	4.50	0.00	1.50	1.50	12.00
	Eve (7 pm-11pm)	4	2	0	1	0	1.00	0.00	0.50	0.00	
	Night(11pm-7am)	8	2	0	1	0	2.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day (7am-7pm)	12	3	0	1	1	4.00	0.00	1.33	0.63	
	Eve (7 pm-11pm)	4	3	0	2	0	1.33	0.00	0.89	0.00	
	Night(11pm-7am)	8	2	0	1	0	1.78	0.00	0.89	0.00	

12	Day (7am-7pm)	12	4	0	2	1	4.00	0.00	2.00	1.00	12.00
	Eve (7 pm-11pm)	4	3	0	2	0	1.00	0.00	0.67	0.00	
	Night(11pm-7am)	8	3	0	2	0	2.00	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
13	Day (7am-7pm)	12	4	0	2	1	3.69	0.00	1.85	0.92	11.08
	Eve (7 pm-11pm)	4	3	0	2	0	0.92	0.00	0.62	0.00	
	Night(11pm-7am)	8	3	0	2	0	1.85	0.00	1.23	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	4	0	2	1	3.43	0.00	1.71	0.86	
	Eve (7 pm-11pm)	4	4	0	2	0	1.14	0.00	0.57	0.00	
	Night(11pm-7am)	8	3	0	2	0	1.71	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	10.57
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	5	0	2	1	4.00	0.00	1.60	0.80	11.20
	Eve (7 pm-11pm)	4	4	0	2	0	1.07	0.00	0.53	0.00	
	Night(11pm-7am)	8	4	0	2	0	2.13	0.00	1.07	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	5	0	2	1	3.75	0.00	1.50	0.75	10.50
	Eve (7 pm-11pm)	4	4	0	2	0	1.00	0.00	0.50	0.00	
	Night(11pm-7am)	8	4	0	2	0	2.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day (7am-7pm)	12	5	0	3	1	3.53	0.00	2.12	0.71	
	Eve (7 pm-11pm)	4	4	0	2	0	0.94	0.00	0.47	0.00	

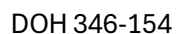
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.32
20	Day (7am-7pm)	12	6	0	3	1	3.60	0.00	1.80	0.60	10.20
	Eve (7 pm-11pm)	4	5	0	2	0	1.00	0.00	0.40	0.00	
	Night(11pm-7am)	8	5	0	2	0	2.00	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	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	
21	Day (7am-7pm)	12	6	0	3	1	3.43	0.00	1.71	0.57	9.71
	Eve (7 pm-11pm)	4	5	0	2	0	0.95	0.00	0.38	0.00	
	Night(11pm-7am)	8	5	0	2	0	1.90	0.00	0.76	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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	Day (7am-7pm)	12	6	0	3	1	3.27	0.00	1.64	0.55	
	Eve (7 pm-11pm)	4	5	0	2	0	0.91	0.00	0.36	0.00	
	Night(11pm-7am)	8	5	0	2	0	1.82	0.00	0.73	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	9.27
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	7	0	3	1	3.65	0.00	1.57	0.52	9.39
	Eve (7 pm-11pm)	4	5	0	2	0	0.87	0.00	0.35	0.00	
	Night(11pm-7am)	8	5	0	2	0	1.74	0.00	0.70	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	7	0	3	1	3.50	0.00	1.50	0.50	9.67
	Eve (7 pm-11pm)	4	6	0	3	0	1.00	0.00	0.50	0.00	
	Night(11pm-7am)	8	5	0	3	0	1.67	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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	7	0	3	1	3.36	0.00	1.44	0.48	

25	Eve (7 pm-11pm)	4	6	0	3	0	0.96	0.00	0.48	0.00	9.28
	Night(11pm-7am)	8	5	0	3	0	1.60	0.00	0.96	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7am-7pm)	12	7	0	3	1	3.23	0.00	1.38	0.46	9.23
	Eve (7 pm-11pm)	4	6	0	3	0	0.92	0.00	0.46	0.00	
	Night(11pm-7am)	8	6	0	3	0	1.85	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
27	Day (7am-7pm)	12	8	0	3	1	3.56	0.00	1.33	0.44	
	Eve (7 pm-11pm)	4	6	0	3	0	0.89	0.00	0.44	0.00	
	Night(11pm-7am)	8	6	0	3	0	1.78	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	

		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
28	Day (7am-7pm)	12	8	0	3	1	3.43	0.00	1.29	0.43	9.00
	Eve (7 pm-11pm)	4	6	0	3	0	0.86	0.00	0.43	0.00	
	Night(11pm-7am)	8	6	0	3	0	1.71	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	
29	Day (7am-7pm)	12	8	0	3	1	3.31	0.00	1.24	0.41	8.83
	11pm)	4	7	0	3	0	0.97	0.00	0.41	0.00	
	Night(11pm-7am)	8	6	0	3	0	1.66	0.00	0.83	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day (7am-7pm)	12	8	0	3	1	3.20	0.00	1.20	0.40	
	Eve (7 pm-11pm)	4	7	0	3	0	0.93	0.00	0.40	0.00	
	Night(11pm-7am)	8	6	0	3	0	1.60	0.00	0.80	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:

ANA states Medical Surgical Staffing should be 4-5 patients per nurse, as access to high quality nursing staff is critical to providing patients with safe, reliable, and effective care. Staffing is dynamic and considers acuity and skill mix. Our mix should allow time for admissions, discharges, post op patients, and the ability to take all rest and meal breaks. Staffing is to consider acuities when making assignments, remembering ratios are for the total floor, not the individual assignment. Floor management is determined by the House Supervisor and the Charge Nurse of that shift.

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

Description:

On MSP we seldom have Pediatric Patients. Pediatric patients may be a 1:1 for the first hour, and then the nurse caring for the pediatric patient will have a ratio of 1:3, staffing will be adjusted based on this need. A LPN works on MSP completing projects and at times is assigned to patient care. When caring for patients she will be paired with a Registered Nurse. They can share up to 5 patients, and the rest of the unit will be staffed per Matrix.

☒ Skill mix

Description:

We prefer to have a skill mix that looks at time as a nurse and the experience level of each nurse.

☐ 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:

We have 17 rooms, 4 are private. 3 rooms are negative pressure rooms, and all have overhead lifts.

- ☐ Other

Description:



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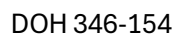
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Fixed Staffing Matrix

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

Unit/ Clinic Name:	Emergency Department					
Unit/ Clinic Type:	Emergency Department					
Unit/ Clinic Address:	901 Mt. View Dr. Shelton, WA 98584					
Effective as of:	2/18/2025					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (7am-7pm)	12	3	0	1	0
	Evening (10am-10pm)	12	1	0	0	0
	Evening(11am-11pm)	12	1	0	1	0
	Evening (12pm-12am)	12	1	0	0	0
	Night (7pm-7am)	12	3	0	1	0

Tuesday	Day (7am-7pm)	12	3	0	1	0
	Evening (10am-10pm)	12	1	0	0	0
	Evening(11am-11pm)	12	1	0	1	0
	Evening (12pm-12am)	12	1	0	0	0
	Night (7pm-7am)	12	3	0	1	0
Wednesday	Day (7am-7pm)	12	3	0	1	0
	Evening (10am-10pm)	12	1	0	0	0
	Evening(11am-11pm)	12	1	0	1	0
	Evening (12pm-12am)	12	1	0	0	0
	Night (7pm-7am)	12	3	0	1	0
Thursday	Day (7am-7pm)	12	3	0	1	0
	Evening (10am-10pm)	12	1	0	0	0
	Evening(11am-11pm)	12	1	0	1	0
	Evening (12pm-12am)	12	1	0	0	0
	Night (7pm-7am)	12	3	0	1	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:

Staffing Matrix is consistent. The Emergency Department staffs at busier times of day. ED does not low census due to unpredictable patient volumes.

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

Description:

Staffing Matrix is consistent. The Emergency Department staffs at busier times of day. ED does not low census due to unpredictable patient volumes.

☒ Skill mix

Description:

Staffing Matrix stays consistent. Skill mix is taken into consideration when schedule / rotations are created and filled.

☒ Level of experience of nursing and patient care staff

Description:

Staffing Matrix stays consistent. Skill mix is taken into consideration when schedule / rotations are created and filled.

☐ 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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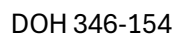
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Fixed Staffing Matrix

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:	Procedure Room					
Unit/ Clinic Type:	Outpatient					
Unit/ Clinic Address:	901 Mt View Dr. Shelton, WA 98584					
Effective as of:	4/23/2024					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1 Room	Day	8	1			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:

1 RN for patient monitoring, documentation, etc. 1 Scrub (Endo) Tech to manage equipment.

☐ Skill mix

Description:

☐ Level of experience of nursing and patient care staff

Description:

☒ Need for specialized or intensive equipment

Description:

Only operating out of 1 procedure room (1 case going at a time) due to equipment (anesthesia machine).

- ☐ 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.

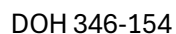
Unit/ Clinic Name:		Birth Center									
Unit/ Clinic Type:		Triage, Antepartum, Labor and Delivery, Postpartum, and Nursery									
Unit/ Clinic Address:		P.O. Box 1668 901 Mt View Drive Shelton, WA 98584									
Average Daily Census:		3.87				Maximum # of Beds:			10		
Effective as of:		2/18/2024									
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)
	Days (7a-7p)	12	4	0	0	0	4.80	0.00	0.00	0.00	
	Nights (7p-7a)	12	4	0	0	0	4.80	0.00	0.00	0.00	
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	1.20	0.00	
	Nights (6p-6a)	12	0	0	1	0	0.00	0.00	1.20	0.00	

10		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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7a-7p)	12	4	0	0	0	5.33	0.00	0.00	0.00	13.33
	Nights (7p-7a)	12	4	0	0	0	5.33	0.00	0.00	0.00	
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	1.33	0.00	
	Nights (6p-6a)	12	0	0	1	0	0.00	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
8	Days (7a-7p)	12	4	0	0	0	6.00	0.00	0.00	0.00	15.00
	Nights (7p-7a)	12	4	0	0	0	6.00	0.00	0.00	0.00	
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	1.50	0.00	
	Nights (6p-6a)	12	0	0	1	0	0.00	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	
	Days (7a-7p)	12	3	0	0	0	5.14	0.00	0.00	0.00	
	Nights (7p-7a)	12	3	0	0	0	5.14	0.00	0.00	0.00	
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	1.71	0.00	

7	Nights (6p-6a)	12	0	0	1	0	0.00	0.00	1.71	0.00	13.71
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 (7a-7p)	12	3	0	0	0	6.00	0.00	0.00	0.00	16.00
	Nights (7p-7a)	12	3	0	0	0	6.00	0.00	0.00	0.00	
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	2.00	0.00	
	Nights (6p-6a)	12	0	0	1	0	0.00	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	
5	Days (7a-7p)	12	3	0	0	0	7.20	0.00	0.00	0.00	19.20
	Nights (7p-7a)	12	3	0	0	0	7.20	0.00	0.00	0.00	
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	2.40	0.00	
	Nights (6p-6a)	12	0	0	1	0	0.00	0.00	2.40	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	
	Days (7a-7p)	12	2	0	0	0	6.00	0.00	0.00	0.00	

4	Nights (7p-7a)	12	2	0	0	0	6.00	0.00	0.00	0.00	18.00
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	3.00	0.00	
	Nights (6p-6a)	12	0	0	1	0	0.00	0.00	3.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
3	Days (7a-7p)	12	2	0	0	0	8.00	0.00	0.00	0.00	24.00
	Nights (7p-7a)	12	2	0	0	0	8.00	0.00	0.00	0.00	
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	4.00	0.00	
	Nights (6a-6p)	12	0	0	1	0	0.00	0.00	4.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
2	Days (7a-7p)	12	2	0	0	0	12.00	0.00	0.00	0.00	
	Nights (7p-7a)	12	2	0	0	0	12.00	0.00	0.00	0.00	
	Days (6a-6p)	12	0	0	1	0	0.00	0.00	6.00	0.00	
	Nights (6p-6a)	12	0	0	1	0	0.00	0.00	6.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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:

Patient admissions for L & D are labor intensive, with a long prenatal history and assessment, IV start with lab draws, cervical exams, and sometimes an ultrasound and speculum exam. Depending on body habitus, fetal monitoring can require frequent adjustments and manually holding the monitoring devices in place. Admissions for newborns also require a lot of 1:1 time for assessment, breastfeeding assistance, obtaining footprints and measurements, frequent vital signs, newborn admission medications, and sometimes frequent blood sugar testing. Discharges in the Birth Center are from 1-4 hours, depending on English proficiency and parenting experience. Transfers vary greatly, but require someone to gather paperwork and collect signatures in addition to providing 1:1 or 2:1 care of the patient.

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

Description:

Acuity of patients can vary greatly, as the Birth Center (BC) is a mixed unit of triage patients, outpatients, and inpatients. Although the BC is rated as a level one nursery and low-risk labor and delivery, the BC often receives high risk patients, and babies sometimes need resuscitative measures, stabilization, and transport. Additionally, the BC sometimes cares for babies who require prolonged monitoring due to drug use by the birthing person, poor weight gain/weight loss, high bilirubin, feeding issues or prophylactic antibiotics. Maternal care also varies greatly, as high risk patients cannot always be transferred due to their labor progress or complications. Some postpartum patients still require one to one care if they become ill or require high risk medication, such as magnesium sulfate for pre-eclampsia. Active labor patients are 1:1, but deliveries require at least two BC nurses, and often three must be present. Cesarean sections require two nurses in the OR, unless it is low risk, in which case an RT

☒ Skill mix

Description:

Nursing staff in the Birth Center must be able to care for antepartum, intrapartum, postpartum, gynecological, and newborn patients. They are required to have BLS (with ACLS encouraged), fetal monitoring, and STABLE and NRP for newborns. Currently there are four RN/IBCLCs on staff for lactation, however they do not have dedicated hours from their normal nursing duties.

☒ Level of experience of nursing and patient care staff

Description:

Varied levels of experience exist in the Birth Center and residencies generally take six months or longer for nurses to become competent in all specialty care. Experienced unit secretary/CNAs can orient in a couple of weeks, however one who is inexperienced would likely take one to two months to become fully proficient.

☒ Need for specialized or intensive equipment

Description:

The Birth Center requires several pieces of equipment not utilized in other areas: Labor beds, fetal monitors, infant radiant warmers, newborn-sized resuscitation and medical supplies, epidural cart and positioner, breast pumps, newborn cribs.

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

Description:

Cesarean sections take place in the Surgery Department and necessitate calling in the OR crew after hours. An unplanned cesarean will take 2 to 3 nurses from the Birth Center to attend the patient and set up for the surgery in urgent and emergent cases. There are also days during the week when all three operating suites are in use. During this period of time, emergent cesarean sections are to take place in the procedure room and efforts to call in a fourth anesthesia provider are made.

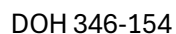
- ☒ Other

Description:

Similar to the Emergency Department, census in the Birth Center can change very quickly. Unlike other inpatient units, the Birth Center must take patients immediately in order to comply with the EMTALA law. Since it is a specialized unit, float or resource nurses can be helpful for tasks, but in most cases are unable to take a patient assignment. Birthing persons can present with severe complications at any time in their pregnancy, labor, or postpartum period and this can mean acuities also change very rapidly and require skilled, specialized nurses to manage care. Due to the hybrid structure of this unit, the average daily census for the purpose of this staffing matrix will reflect the daily average of inpatients, outpatients, and triage over a one-year period.

		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
4	Days	12	3	0	2	0	9.00	0.00	6.00	0.00	27.00
	Nights	12	3	0	1	0	9.00	0.00	3.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	Days	12	3	0	2	0	7.20	0.00	4.80	0.00	21.60
	Nights	12	3	0	1	0	7.20	0.00	2.40	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	
6	Days	12	3	0	2	0	6.00	0.00	4.00	0.00	18.00
	Nights	12	3	0	1	0	6.00	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	
7	Days	12	4	0	2	0	6.86	0.00	3.43	0.00	18.86
	Nights	12	4	0	1	0	6.86	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	
8	Days	12	4	0	2	0	6.00	0.00	3.00	0.00	16.50
	Nights	12	4	0	1	0	6.00	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Days	12	4	0	2	0	5.33	0.00	2.67	0.00	
	Nights	12	4	0	1	0	5.33	0.00	1.33	0.00	

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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:

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

Description:

We are a critical access ICU with diverse patient acuities. A majority of patients' acuities warrant a 3:1 patient ratio, as most of the patients admitted to ICU or placed in Observation in this ICU are PCU/stepdown level patients. When staffing for higher acuity, critical patients, we increase staffing to meet the additional nursing care required. ICU level patients require 2:1 patient to nurses ratios and the highest acuity, critically unstable patients may need 1:1 care.

☒ Skill mix

Description:

All nursing assistants are trained to CNA, Unit Secretary, and Monitor Tech roles to be able to work in the ICU.

☒ Level of experience of nursing and patient care staff

Description:

All staff are ACLS, BLS, PALS and NIH certified. New graduates and nurses new to ICU complete AACN's Essentials of Critical Care Orientation course.

☒ Need for specialized or intensive equipment

Description:

Ventilators, bipap, and high-flow devices in use. Ventilator use indicates a critical patient. Nurses should not take more than two critical patients

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

Description:

Critical patients are centrally located within view of the nurses' station.

- ☒ Other

Description:

American Association of Critical Care Nurses

The American Nursing Association Principles of Safe Staffing:

- Access to high-quality nursing staff is critical to providing patients safe, reliable, and effective care to patients.
- The optimal staffing plan represents a partnership between nursing leadership and direct nursing care staff.
- Staffing is multifaceted and dynamic. The development of the plan must consider a wide range of variables such as census, patient acuity, staff skill level, and patient care activities.
- Data and measurable nurse sensitive indicators should help inform staffing plan.



DOH 346-154

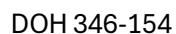
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Patient Volume-based Staffing Matrix Formula Template

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

Unit/ Clinic Name:		Surgery									
Unit/ Clinic Type:		Operating Room									
Unit/ Clinic Address:		901 Mountain View Dr. Shelton, Wa. 98502									
Average Daily Census:		N/A				Maximum # of Beds:			N/A		
Effective as of:		2/18/2025									
# of Rooms											
# of Rooms	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
	Day 7a-3p	8	3	0	0	3	8.00	0.00	0.00	8.00	
	Day 7a-5p-Mon-Thurs only	10	1	0	0	1	3.33	0.00	0.00	3.33	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

3		0	0	0	0	0	0.00	0.00	0.00	0.00	22.67
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 7a-3p	8	2	0	0	2	8.00	0.00	0.00	8.00	26.00
	Day 7a-5p- Mon-Thurs only	10	1	0	0	1	5.00	0.00	0.00	5.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	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 7a-3p	8	1	0	0	1	8.00	0.00	0.00	8.00	36.00
	Day 7a-5p- Mon-Thurs only	10	1	0	0	1	10.00	0.00	0.00	10.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	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!	



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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:

Minimum staffing per OR suite is one RN and one Scrub Tech

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

Description:

Two scrub techs if requested by surgeon if available can be used.

☒ Skill mix

Description:

Minimum staffing is for 1 RN and 1 scrub technician per OR case.

☒ Level of experience of nursing and patient care staff

Description:

A minimum of one year of experience is preferred.

☒ Need for specialized or intensive equipment

Description:

This is on a requested basis by surgeon

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

Description:

- ☐ Other

Description: