



Attestation Form
KVH Staffing Committee
April 2023 Semi-Annual Review

I, the undersigned with responsibility for Klickitat Valley Health, attest that the attached staffing plan and matrix was developed in accordance with RCW 70.41.420. This plan comprises KVH's semi-annual review and includes changes from our previously submitted 2022-2023 staffing plan. This plan includes all units covered under our hospital license under RCW 70.41. This plan was developed with consideration given to the following elements:

- Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admissions, and transfers;
- Level of intensity of all patients and nature of the care to be delivered on each shift;
- Skill mix;
- Level of experience and specialty certification or training of nursing personnel providing care;
- The need for specialized or intensive equipment;
- The architecture and geography of the patient care unit, including but not limited to placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment;
- Staffing guidelines adopted or published by national nursing professional associations; specialty nursing organizations, and other health professional organizations;
- Availability of other personnel supporting nursing services on the unit; and
- Strategies to enable registered nursing to take meal and rest breaks as required by law or the terms of an applicable collective bargaining agreement, if any, between the hospital and a representative of the nursing staff.

Leslie Hebert, CEO

Signature & Title

Leslie Hebert

Printed Name

4/18/23

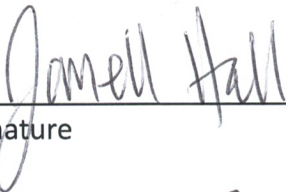
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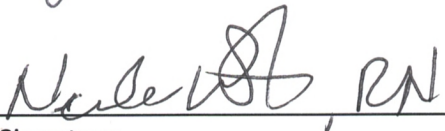
At Klickitat Valley Health, our foremost objective is to offer exceptional service to our community. To achieve this goal, we prioritize having a well-trained clinical staff that can provide high-quality and cost-effective care. Additionally, we are dedicated to providing an excellent work environment for our employees, which includes having a sufficient number of knowledgeable and skilled staff members.

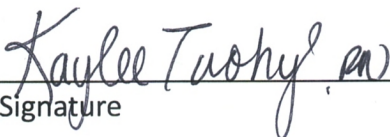
As for nursing care, we strongly believe that it should be flexible and tailored to meet the unique needs of our patients. To ensure that we are meeting the best practices, we look to professional nursing organizations for guidance on staffing standards. We also strive to stay up-to-date with the latest changes and advancements in the healthcare industry, and we continually evaluate and adjust our policies and practices to provide the best possible care to our patients.

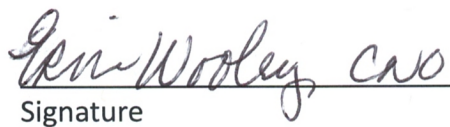
This semi-annual plan was developed and approved by the following KVH Nurse Staffing Committee Members:


Signature


Signature


Signature


Signature


Signature

Emergency Department

Day Shift, Monday - Sunday			Night Shift, Monday - Sunday		
RNs	2	0700-1930	RNs	1 or 2*	1900-0730
Technician	1	0700-1930	Technician	0 or 1*	1900-0730
House Supervisor	0		House Supervisor	1*	1900-0730
Provider	1	24/7	Provider	1	24/7

*KVH is moving to a night-shift RN House Supervisor model with the ultimate vision of staffing the ED with 1 RN and 1 ED Technician overnight who have the support of the RN House Supervisor. This model aligns with the Emergency Nurses Association's recommendation of staffing 2 RNs in the Emergency Department with the House Supervisor acting as the second RN. The ED is supported at all times by an on-call nurse anesthetist. Further, this model provides night shift with an additional FTE of the ED Technician.

While recruitment and orientation of the House Supervisor and night-shift ED Technician roles is underway, there will likely be nights where 2 RNs and a RN House Supervisor are staffed. Additional combinations of staffing could include: 2 RNs, 1 ED Technician, 0 House Supervisor as well as our current model of 2 RNs, 0 ED Technicians & 0 House Supervisors.

Medical/Surgical Unit

Day Shift, Monday - Sunday			Night Shift, Monday - Sunday		
RNs	1 or 2	0700-1930	RNs	1 or 2	1900-0730
LPN	0 or 1	0700-1930	LPN	0 or 1	1900-0730
CNA	1	0700-1930	CNA	1	0700-1930
Unit Clerk	1	0800-1830	House Supervisor	1	1900-0730
UR Coordinator (M-F)	1	0800-1630			
Outpatient Infusion RN (M-Th)	1	0800-1630			
Provider	1	24/7	Provider	1	24/7

Surgical Services

Day Shift, Monday - Thursday		
Perioperative RNs	3	0700-1530
Clinic RN	1	0800-1730
Surgical Technician	1	0700-1530
Clinic Medical Assistants	2	0800-1730
Sterile Processing Technician	1	0700-1530
OR Aid/Environmental Services Tech.	1	0700-1530
Unit Clerk	1	0800-1730
CRNA	1	24/7
Providers	3	Variable

Hospice & Palliative Care

Day Shift, Monday - Friday			Night Shift, Monday - Sunday On-Call		
RNs	2	0800-1700	RNs	1	1700-0800
CNA	1	0800-1700			
LMSW	1	20 hours weekly			
Chaplain	1	20 hours weekly			

References:

Academy of Medical-Surgical Nurses. Staffing standards for patient care. Revised April 2020. Retrieved on 30 March, 2023 from:

<https://www.amsn.org/sites/default/files/documents/amsn-statement-staffing-standards-for-patient-care.pdf>

Association of Operating Room Nurses. Position statement on perioperative safe staffing and on-call practices. 2021. Retrieved on 30 March, 2023 from:

https://www.aorn.org/docs/default-source/guidelines-resources/position-statements/personnel-staffing/posstat-staffingoncall-0721.pdf?sfvrsn=903675d2_1

Emergency Nurses Association. Staffing and productivity in the emergency department position statement. Revised 2021. Retrieved on 30 March, 2023 from:

<https://enau.ena.org/Users/LearningActivity/LearningActivityDetail.aspx?LearningActivityID=B3ZyF1mMb3xNr6x77ysvsw%3D%3D&tab=4>

National Hospice and Palliative Care Organization. (2018). Standards of Practice for Hospice Programs. Retrieved from

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National Hospice and Palliative Care Organization. (2021). NHPCO Facts and Figures: Hospice Care in America. Retrieved from

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