



OCEAN BEACH  
**HOSPITAL**  
& MEDICAL CLINICS

**Ocean Beach Hospital**  
**Ilwaco WA**  
**2023 Nurse Staffing Plan**

The Following is an updated nurse staffing plan for Ocean Beach Hospital, submitted to the Washington State Department of Health in accordance with Revised Code of Washington 70.41.420.

The following nurse staffing plan replaces the nurse staffing plan previously submitted to Washington State Department of Health.

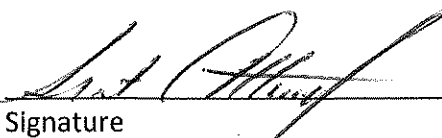


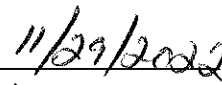
## Attestation

### Comprehensive Nurse Staffing Plan for 2023

I, the undersigned with responsibility for Ocean Beach Hospital and Medical Centers, attest that the attached staffing plan and matrix was developed in accordance with RCW 70.41.420 for the 2021 and 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
- Staff 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
- Strategies to enable registered nurses 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.

  
Signature

  
Date

Scot Attridge  
Chief Executive Officer



## Nurse Staffing Plan Purpose

This plan was developed for the management of scheduling and provision of daily staffing needs for the hospital, and to define a process that ensures the availability of qualified nursing staff to provide safe, reliable and effective care to our patients. This plan applies to all parts of the hospital under RCW 70.41.

### Nursing Staffing Plan Principles

- Access to high-quality nursing staff is critical for providing patients safe, reliable and effective care.
- 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.
- Data and measurable nurse sensitive indicators should help inform the staffing plan.

\*These principles correspond to *The American Nursing Association Principles of Safe Staffing*.

## Nurse Staffing Plan Policy

- The Professional Practice/Nurse Staffing Committee is responsible for the development and oversight of the nurse staffing plan to ensure the availability of qualified nursing staff to provide safe, reliable and effective care to our patients.
- The committee's work is guided by its charter
- The committee meets on a regular basis as determined by the committee's charter.
- The committee's work is informed by information and data from individual patient care units.
- Appropriate staffing levels for a patient care unit reflect an analysis of:
  - Individual and aggregate patient needs
  - Staffing guidelines developed for specific specialty areas
  - The skill and training of the nursing staff
  - Resources and supports for nursing
  - Anticipated absences and need for nursing staff to take meal and rest breaks
  - Hospital data and outcomes from relevant quality indicators
  - Hospital finances
- The analysis of the above information is aggregated into the hospital's nurse staffing plan.
- Staff continuously monitor individual and aggregated patient care needs and adjust staffing per agreed upon policy and collective bargaining agreement (if applicable)
- The committee will perform a semiannual review of the staffing plan. If changes are made to the staffing plan throughout the calendar year, an updated staffing plan will be submitted to DOH.



- The hospital is committed to ensure staff can take meal and rest breaks as required by law, or collective bargaining agreement. The committee considers breaks and strategies to ensure breaks when developing the plan. Data regarding missed or interrupted breaks are reviewed by the committee to help develop strategies to ensure nurses can take breaks.

### Nurse Staffing Plan Scope

Acute care hospitals licensed under RCW 70.41 are required by law to develop a nurse staffing plan. The plan must cover areas of the hospital that:

- Are under the hospital’s license (RCW 70.41)
- Where a nurse(s) provides patient care (i.e. “patient care unit”)

The following areas of the hospital are covered by the nurse staffing plan:

- Emergency Department
- Acute Care Unit
- Surgery

### Nurse Staffing Plan

#### Ocean Beach Hospital Staffing Guidelines

ACUTE CARE/SWING BED					
Census	Time	Charge Nurse	RN/LPN	CNA	HUC*
DAY SHIFT					
1-2	7a-7p	1	1	0	0.83
3-4	7a-7p	1	1	1	0.83
5-8	7a-7p	1	2	1	0.83
9-12	7a-7p	1	3	2	0.83
NIGHT SHIFT					
1-5	7p-7a	1	1	1	0
6-12	7p-7a	1	2	1.3	0



<b>Emergency Department GUIDELINES</b>					
	<b>Time</b>	<b>Charge Nurse</b>	<b>RN***</b>	<b>CNA***</b>	<b>HUC***</b>
	<b>7a-7p</b>	<b>Assist as needed</b>	<b>1.67</b>	<b>1</b>	<b>0</b>
	<b>7p-7a</b>	<b>Assist as needed</b>	<b>1.33</b>	<b>1</b>	<b>0</b>

\* Health Unit Coordinator (HUC) may work or be called off at Charge Nurse discretion, based on need. Charge Nurse must document reason on staffing sheet.

\*\* HUC from Acute Care/Swing Bed to help with transfers, phone calls, or other duties, as needed, in the ER.

\*\*\* If needed the Charge Nurse may call in staff to assist

### **Considerations for Variations in Staffing**

1. The Acute Care/Swing Bed guidelines also includes care for the following: Surgical Day Care, Outpatients, Observation patients, Inpatients, Blood Product Transfusions and Outpatient Procedures lasting more than two hours.
2. The Charge Nurse helps to cover for breaks and lunches in the emergency department.
3. Additional staff may be called in at the Charge Nurse's discretion, based on need, as determined by Acuity Reference Guidelines and Outpatient needs.



**Surgery Staffing Matrix**

<b>SURGERY GUIDELINES</b>						
<b>Census</b>	<b>Assistant Nurse Manager (not counted in RN staffing)</b>	<b>RN</b>	<b>Tech</b>	<b>CRNA</b>	<b>Surgeon</b>	<b>Support Staff</b>
<b>GENERAL</b>						
<b>1 - 3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>4 - 7</b>	<b>1</b>	<b>4</b>	<b>1-2</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>&gt; 8</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>ON-CALL</b>						
<b>1</b>	<b>NA</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	