

**Nursing Administration**

1321 Colby Avenue

Everett, WA 98201

Ph. 425-261-4047

November 30, 2022

Pursuant to the Nurse Staffing Law (Patient Safety Act. HB 1714), the following is provided to meet the regulatory compliance standard.

1. Matrix by Unit and Shift
2. Chief Executive Attestation Form
3. Plans to provide staffing necessary for breaks, planned leave, unplanned leave.

Please reach out to me if there are any questions, clarifications, or concerns. I am happy to respond and clarify to the staffing plan for Providence Regional Medical Center.



Michelle Lundstrom, MSN, RN, NEA-BC

Chief Nursing Officer

Providence Regional medical Center Everett

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**To:** Nurse Staffing Committee

**From:** Kristy Carrington, Chief Executive Officer

**Date:** December 1, 2022

**Subject:** Nurse Staffing Steering Committee Recommendations and CEO Response

**Situation:** The PRMCE Nurse Staffing Steering Committee held its annual review meeting on October 21, 2022 and has prepared its 2023 recommendations for PRMCE nurse staffing plans.

**Background:** In accordance with Washington State Legislature (RCW 70.41.220), PRMCE's Nurse Staffing Steering Committee is responsible for development and oversight of an annual patient care unit and shift-based nurse staffing plan, based on the needs of patients, to be used as the primary component of the staffing budget. Each nursing unit is responsible for reviewing existing staffing and unit statistics to provide the committee an overview of current state as well as any recommendations of reconsideration for staffing adjustments. In my capacity as CEO, I have reviewed the Nurse Staffing Committee's recommendations, have reviewed staffing and unit statistics and metrics, productivity and a roll-up of nursing staffing compared to benchmarks.

**Requests from the unit-based staffing committees:**

**1. Increase HUC FTE in NICU to 4.2 FTE from 2.8 FTE**

**CEO Response:**

I have reviewed all these requests with our Chief Nursing Officer. Considering the need to continue to improve patient experience and quality at PRMCE, I accept and approve the request in its entirety. I appreciate the thoughtfulness of this request and the care provided to our patients and community during this challenging year.

Sincerely,



Kristy Carrington, MBA, BSN, RN, NEA-BC

Chief Executive

North Puget Sound

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[Kristy.Carrington@providence.org](mailto:Kristy.Carrington@providence.org)

## **Nurse Staffing Plan Scope**

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

- A - 3 Medical Unit
- C - 3 Pediatric/Adult Med-Surg Unit
- A- 4 Mental Health Unit
- C - 4 Clinical Evaluation Unit (CEU Observation)
- A - 5 Medical Renal Unit
- A - 6 Med-Surg
- D - 6N Thoracic & Vascular Care Unit
- D - 6S Medical Intensive Care Unit (MICU)
- A - 7 General Medical Unit
- D - 7N Cardiac Telemetry Unit
- D - 7S Surgical Intensive Care Unit (SICU)
- D - 8N Neurosurgery Unit
- D - 8S Orthopedic Unit
- D - 9N Oncology Unit
- D- 9S Surgical Unit
- D -10N Medical Telemetry Unit
- D - 10S Telemetry Unit
- P - 1S Substance Use Treatment Pacific
- P - 2N Med-Surg Pacific
- P - 2S Inpatient Rehabilitation Facility (IRF) Pacific
- Emergency Department
- Cardiovascular Lab (CVL)
- Interventional Radiology (IR)
- Radiation Oncology
- Wound Ostomy Clinic
- Surgical Services
- Endoscopy
- Infusion Services
- Surgery Pre-op and PACU
- P – PAV Neonatal Intensive Care Unit (NICU) Pacific
- P – PAV Obstetrics Family Maternity Center (FMC) L&D, Ante-Partum, and Post-Partum Pacific
- P – PAV Post-partum Clinic Pacific
- P – 1N Maternal Fetal Medicine Pacific
- P – PAV Lactation Services Pacific

**Unit: 3A Medical-Surgical**

**Productivity Target: 10.4**

**Bed Capacity: 30**

CENSUS	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2
	RN	RN	RN	RN	NAC	NAC	NAC	NAC	HUC	HUC	HUC
30	8	8	8	7	4	4	4	3	1	1	1
29	8	8	8	7	4	3	3	3	1	1	1
28	7	7	7	7	4	3	3	3	1	1	1
27	7	7	7	6	4	3	3	3	1	1	1
26	7	7	7	6	3	3	3	3	1	1	1
25	7	7	7	5	3	3	3	3	1	1	1
24	6	6	6	5	3	3	3	3	1	1	1
23	6	5	5	5	3	3	3	3	1	1	1
22	5	5	5	5	3	3	3	3	1	1	1
21	5	5	5	4	3	3	3	2	1	1	1
20	5	4	4	4	3	3	3	2	1	1	1
19	5	4	4	3	3	3	3	2	1	1	1
18	4	4	4	3	3	3	3	2	1	0	0
17	4	4	4	3	3	3	3	2	0	0	0
16	4	4	4	3	3	2	2	2	0	0	0
15	4	3	3	3	2	2	2	2	0	0	0
14	4	3	3	2	2	2	2	2	0	0	0
13	3	3	3	2	2	2	2	2	0	0	0
12	3	2	2	2	2	2	2	2	0	0	0
11	2	2	2	2	2	2	2	1	0	0	0
10	2	2	2	2	2	1	1	1	0	0	0
9	2	2	2	2	1	1	1	1	0	0	0
8	2	2	2	2	1	1	1	1	0	0	0
7	2	2	2	2	1	1	1	0	0	0	0
6	2	2	2	2	0	0	0	0	0	0	0
5	2	2	2	2	0	0	0	0	0	0	0
4	2	2	2	2	0	0	0	0	0	0	0
3	2	2	2	2	0	0	0	0	0	0	0
2	2	2	2	2	0	0	0	0	0	0	0
1	2	2	2	2	0	0	0	0	0	0	0

**Unit: 3C- Pediatric**

**Productivity Target: 11.21**

**Bed Capacity: 13**

CENSUS	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2
	RN	RN	RN	RN	NAC	NAC	NAC	NAC	HUC	HUC	HUC
	13	4	4	4	4	1	1	1	1	1	1
12	4	4	4	4	1	1	1	1	1	1	1
11	4	4	4	4	0	0	0	1	1	1	1
10	3	3	3	3	0	0	0	1	1	1	1
9	3	3	3	3	0	0	0	1	1	1	1
8	3	3	3	3	0	0	0	1	1	1	1
7	3	3	3	3	0	0	0	1	1	1	1
6	2	2	2	2	0	0	0	0	1	1	1
5	2	2	2	2	0	0	0	0	0	0	0
4	2	2	2	2	0	0	0	0	0	0	0
3	2	2	2	2	0	0	0	0	0	0	0
2	2	2	2	2	0	0	0	0	0	0	0
1	2	2	2	2	0	0	0	0	0	0	0

**Unit: 4A Inpatient Mental Health**

**Productivity: 16**

**Bed Capacity: 24**

	Day	Day	Night	Night	Day	Night	Day	Day	Day
Census	Charge RN	RN	Charge RN	RN	HUC/CNA	HUC/CNA	MHS	Rec. Therapist	Admission Coordinator
24	1	5	1	5	3	4	2	1	1
23	1	5	1	5	3	4	2	1	1
22	1	5	1	5	3	4	2	1	1
21	1	5	1	5	3	4	2	1	1
20	1	4	1	4	3	4	2	1	1
19	1	4	1	4	3	3	2	1	1
18	1	4	1	4	2	3	2	1	1
17	1	4	1	4	2	3	2	1	1
16	1	4	1	4	2	3	2	1	1
15	1	3	1	3	2	3	2	1	1
14	1	3	1	3	2	3	2	1	1
13	1	3	1	3	2	3	2	1	1
12	1	3	1	3	2	3	2	1	1
11	1	3	1	3	2	3	2	1	1
10	1	2	1	2	2	3	2	1	1
9	1	2	1	2	2	2	1	1	1
8	1	2	1	2	2	2	1	1	1
7	1	2	1	2	2	2	1	1	1
6	1	2	1	2	2	2	1	1	1
5	1	1	1	1	2	2	1	1	1
4	1	1	1	1	2	2	0	1	1











**Unit: 6S MICU**

**Productivity Target: 18.32**

**Bed Capacity: 28**

Census	Day	Night	Day	NOC
	RN	RN	NAC	NAC
28	16	16	1	1
27	16	16	1	1
26	15	15	1	1
25	15	15	1	1
24	14	14	1	1
23	14	14	1	1
22	13	13	1	1
21	13	13	1	1
20	12	12	1	1
19	12	12	1	1
18	11	11	1	1
17	11	11	1	1
16	10	10	1	1
15	10	10	1	1
14	9	9	1	1
13	9	9	1	1
12	8	8	1	1
11	8	8	1	1
10	6	6	1	1
9	6	6	1	1
8	5	5	0	0
7	5	5	0	0
6	4	4	0	0
5	4	4	0	0





**Unit: 7S SICU**

**Productivity Target:17.45**

**Bed Capacity:20**

Census	Day	Night	Rapid Response RN Day	Rapid Response RN Nights	Day	Night
	RN	RN	RN	RN	HUC	HUC
20	12	12	2	2	1	0
19	12	12	2	2	1	0
18	11	11	2	2	1	0
17	11	11	2	2	1	0
16	10	10	2	2	1	0
15	10	10	2	2	1	0
14	9	9	2	2	1	0
13	9	9	2	2	1	0
12	8	8	2	2	1	0
11	8	8	2	2	1	0
10	6	6	2	2	1	0
9	6	6	2	2	1	0
8	5	5	2	2	1	0
7	5	5	2	2	1	0
6	4	4	2	2	1	0
5	4	4	2	2	1	0
4						
3						
2						
1						



**Unit Name: 8S Orthopedics**

**Productivity Target: 10.9**

**Bed Capacity: 32**

CENSUS	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2
	RN	RN	RN	RN	NAC	NAC	NAC	NAC	HUC	HUC	HUC
32	10	10	10	9	4	3	3	3	1	1	1
31	10	10	10	9	4	3	3	3	1	1	1
30	9	9	9	8	4	3	3	3	1	1	1
29	9	9	9	8	4	3	3	2	1	1	1
28	9	8	8	8	3	3	3	2	1	1	1
27	8	8	8	8	3	3	3	2	1	1	1
26	8	8	8	7	3	2	2	2	1	1	1
25	8	8	8	6	3	2	2	2	1	1	1
24	7	7	7	6	3	2	2	2	1	1	1
23	7	7	7	6	2	2	2	2	1	1	1
22	7	7	7	6	2	2	2	1	1	1	1
21	7	6	6	6	2	2	2	1	1	1	1
20	6	6	6	5	2	2	2	1	1	1	1
19	6	6	6	5	2	2	2	0	1	1	1
18	6	6	6	5	2	1	1	0	1	1	1
17	5	5	5	5	2	1	1	0	1	1	1
16	5	5	5	5	1	1	1	0	1	0	0
15	5	5	5	4	1	1	1	0	1	0	0
14	5	5	5	4	1	1	1	0	0	0	0
13	5	5	5	4	1	1	1	0	0	0	0
12	4	4	4	4	1	1	1	0	0	0	0
11	4	4	4	3	1	1	1	0	0	0	0
10	4	3	3	2	1	1	1	0	0	0	0
9	3	3	3	2	1	1	0	0	0	0	0
8	3	2	2	2	0	0	0	0	0	0	0
7											
6											
5											
4											
3											
2											
1											

**Unit: 9N Oncology**







**Unit: 10N Medical-Telemetry**

**Productivity Target: 11.5**

**Bed Capacity: 32**

Day	RN				Day	RN/ LPN				Day	NAC				Day	HUC		
	Eve 1	Eve 2	NOC			Eve 1	Eve 2	NOC			Eve 1	Eve 2	NOC			Eve 1	Eve 2	
32	9	9	10	10	1	1	0	0	4	3	3	3	1	1	1			
31	9	9	10	10	1	1	0	0	4	3	3	3	1	1	1			
30	9	9	10	10	1	1	0	0	3	3	3	3	1	1	1			
29	8	8	9	9	1	1	0	0	3	3	3	3	1	1	1			
28	8	8	9	9	1	1	0	0	3	3	3	3	1	1	1			
27	8	8	9	9	1	1	0	0	3	3	3	3	1	1	1			
26	7	7	8	8	1	1	0	0	3	3	3	3	1	1	1			
25	7	7	8	8	1	1	0	0	3	2	2	2	1	1	1			
24	7	7	8	8	1	1	0	0	2	2	2	2	1	1	1			
23	6	6	7	7	1	1	0	0	2	2	2	2	1	1	1			
22	6	6	7	7	1	1	0	0	2	2	2	2	1	1	1			
21	6	6	7	7	1	1	0	0	2	2	2	2	1	1	1			
20	5	5	6	6	1	1	0	0	2	2	2	2	1	1	1			
19	5	5	6	6	1	1	0	0	2	1	1	1	1	1	1			
18	5	5	6	6	1	1	0	0	1	1	1	1	1	1	1			
17	5	5	6	6	1	1	0	0	1	1	1	1	1	1	1			
16	4	4	5	5	1	1	0	0	1	1	1	1	1	1	1			
15	4	4	5	5	1	1	0	0	1	1	1	1	1	1	1			
14	4	4	5	5	1	1	0	0	1	1	1	1	1	1	1			
13	3	3	4	4	1	1	0	0	1	1	1	1	1	1	1			
12	3	3	4	4	1	1	0	0	1	1	1	1	1	1	1			
11	3	3	4	4	1	1	0	0	1	1	1	0	1	0	0			
10	3	3	4	4	1	1	0	0	1	1	1	0	1	0	0			
9	3	3	3	3	0	0	0	0	1	1	1	0	1	0	0			
8	3	3	3	3	0	0	0	0	1	1	1	0	0	0	0			
7	3	3	3	3	0	0	0	0	1	1	1	0	0	0	0			
6	3	3	3	3	0	0	0	0	1	1	1	0	0	0	0			
5	3	3	3	3	0	0	0	0	1	1	1	0	0	0	0			
4	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0			
3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0			
2	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0			
1	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0			

**Unit: 10S Telemetry**

**Productivity Target: 11.5**

**Bed Capacity: 32**

CENSUS	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2
	RN	RN	RN	RN	NAC	NAC	NAC	NAC	HUC	HUC	HUC
32	10	10	10	10	4	3	3	3	1	1	0
31	10	10	10	10	4	3	3	3	1	1	0
30	10	10	10	10	3	3	3	3	1	1	0
29	9	9	9	9	3	3	3	3	1	1	0
28	9	9	9	9	3	3	3	3	1	1	0
27	9	9	9	9	3	3	3	3	1	1	0
26	8	8	8	8	3	3	3	3	1	1	0
25	8	8	8	8	3	2	2	2	1	1	0
24	8	8	8	8	2	2	2	2	1	1	0
23	7	7	7	7	2	2	2	2	1	1	0
22	7	7	7	7	2	2	2	2	1	1	0
21	7	7	7	7	2	2	2	2	1	1	0
20	6	6	6	6	2	2	2	2	1	1	0
19	6	6	6	6	2	1	1	1	1	1	0
18	6	6	6	6	1	1	1	1	1	1	0
17	6	6	6	6	1	1	1	1	1	0	0
16	5	5	5	5	1	1	1	1	1	0	0
15	5	5	5	5	1	1	1	1	1	0	0
14	5	5	5	5	1	1	1	1	1	0	0
13	4	4	4	4	1	1	1	1	1	0	0
12	4	4	4	4	1	1	1	1	1	0	0
11	4	4	4	4	1	1	1	0	1	0	0
10	4	4	4	4	1	1	1	0	1	0	0
9	3	3	3	3	1	1	1	0	1	0	0
8	3	3	3	3	1	1	1	0	0	0	0
7	3	3	3	3	1	1	1	0	0	0	0
6	3	3	3	3	1	1	1	0	0	0	0
5	3	3	3	3	1	1	1	0	0	0	0
4	2	2	2	2	0	0	0	0	0	0	0
3	2	2	2	2	0	0	0	0	0	0	0
2	2	2	2	2	0	0	0	0	0	0	0
1	2	2	2	2	0	0	0	0	0	0	0

**Unit: 1S Behavioral Health Pacific**

**Productivity Target: 10.9**

**Bed Capacity: 14**

# Substance Use Treatment & Recovery - Pacific

Productivity Target:

Bed Capacity: 14

	Inpatient	Inpatient		Inpatient
	DAY	NOC		DAY
Census	RN	RN		Detox Counselor
14	3	3		1
13	3	3		1
12	3	3		1
11	3	3		1
10	2	2		1
9	2	2		1
8	2	2		1
7	2	2		1
6	2	2		1
5	2	2		1
4	2	2		1
3	2	2		1
2	2	2		1
1	2	2		1

Unit: 2N Medical-Surgical Pacific

**Productivity Target: 8.9**

**Bed Capacity: 19**

CENSUS	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2
	RN	RN	RN	RN	NAC	NAC	NAC	NAC	HUC	HUC	HUC
19	3.5	3.5	3.5	3.5	3	3	3	3	0	0	0
18	3.5	3.5	3.5	3.5	3	3	3	3	0	0	0
17	3.5	3.5	3.5	3.5	3	3	2	2	0	0	0
16	3.5	3.5	3.5	3.5	3	2	2	2	0	0	0
15	3.5	3.5	2.5	2.5	2	2	2	2	0	0	0
14	2.5	2.5	2.5	2.5	2	2	2	2	0	0	0
13	2.5	2.5	2.5	2.5	2	2	1	1	0	0	0
12	2.5	2.5	2.5	2.5	2	2	1	1	0	0	0
11	2.5	2.5	2.5	2.5	2	2	1	1	0	0	0
10	2.5	2.5	2.5	2.5	2	1	1	1	0	0	0
9	2.5	2.5	2.5	2.5	1	1	1	1	0	0	0
8	2.5	2.5	2.5	2.5	1	1	1	0	0	0	0
7	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
6	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
5	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
4	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
3	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
2	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
1	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0

(Charge nurse is counted as .5 FTE for both 2S and 2N)

**Unit: 2S Inpatient Rehab**

**Productivity Target: 10.5**

**Bed Capacity: 19**

CENSUS	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2	NOC	Day	Eve 1	Eve 2
	RN	RN	RN	RN	NAC	NAC	NAC	NAC	HUC	HUC	HUC
19	4.5	4.5	4.5	4.5	3	3	3	3	1	0	0
18	4.5	4.5	4.5	4.5	3	3	3	3	1	0	0
17	4.5	4.5	4.5	4.5	2	2	2	2	1	0	0
16	4.5	4.5	4.5	4.5	2	2	2	2	1	0	0
15	3.5	3.5	3.5	3.5	2	2	2	2	1	0	0
14	3.5	3.5	3.5	3.5	2	2	2	2	1	0	0
13	3.5	3.5	3.5	3.5	2	2	2	1	1	0	0
12	3.5	3.5	3.5	3.5	2	1	1	1	1	0	0
11	3.5	3.5	3.5	3.5	1	1	1	1	1	0	0
10	2.5	2.5	2.5	2.5	1	1	1	1	1	0	0
9	2.5	2.5	2.5	2.5	1	1	1	0	1	0	0
8	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
7	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
6	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
5	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
4	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
3	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
2	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
1	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0

(Charge nurse is counted as .5 FTE for both 2S and 2N)

**Unit: Emergency Department- Colby**

**Productivity Target: 3.9**

**Bed Capacity: 79**

Time of Day	Weekdays			Weekend Days		
	RN	Tech	HUC	RN	NAC	HUC
0700	12	4	1	12	4	1
0800	12	4	1	12	4	1
0900	18	5	1	19	4	1
1000	18	5	1	19	4	1
1100	26	6	1	25	6	1
1200	26	6	1	25	6	1
1300	32	7	1	28	6	1
1400	32	7	1	28	6	1
1500	33	8	1	28	6	1
1600	33	8	1	28	6	1
1700	33	8	1	28	6	1
1800	33	8	1	28	6	1
1900	33	7	1	28	6	1
2000	33	7	1	28	6	1
2100	32	7	1	28	6	1
2200	32	7	1	28	6	1
2300	28	5	1	27	6	1
0000	28	5	1	27	5	1
0100	22	5	1	22	5	1
0200	22	5	1	22	5	1
0300	17	5	1	17	4	1
0400	17	5	1	17	4	1
0500	13	3	1	13	4	1
0600	13	3	1	13	4	1



### Unit: CVL (Cardiovascular Lab)- Colby

	Weekdays			Weekend – call team of 4 team members 2RN 2Technologists (one team)		
Shift Time	CVL Room	RN	Tech	CVL Room	RN	Tech
0630-1900	301	2	2	301	2	2
	306	2	2			
	307	2	2			
	305	1	2			
	308	1	2			
	Virtual Room	1	1			

### Unit: IR (Interventional Radiology)- Colby

	Weekdays			Weekend	
Shift Time	IR Room	RN	Tech	RN	Tech
0730-1800	310	1	2		
	313	0	1-2		
	314	1	2		
	315	1	2	1	2
	Room 8	0	1		
	CCTAs	1	0		
	CT	1	1		
HUC/CNA	CVL/IR	Daily x1		NA	NA

### Unit: Radiation Oncology- Colby

Census	RN	MA
90-100	2	2
60-79	2	1
Up to 59	2	0

### Unit: Inpatient Wound Clinic

Monday-Friday 0800-1630	RN	CNA	Scheduler
	2-3	1	1-2

## Unit: Operating Room- Colby

Number of open ORs	Day Shift					Evening Shift					Night Shift				
	RN	Scrub Tech	Anesth Tech	NAC/SSA	HUC/NAC	RN	Scrub Tech	Anest Tech	NAC/SSA	HUC/NAC	RN	Scrub Tech	Anest Tech	NAC/SSA	HUC/NAC
18 at 0630	24	18	4	8	1	4	3	4	3	1					
9 until 1900	7	7	1	2	1	7	3	1	3	1					
4 until 2000						7	3	On call	3	0	2	2	1	1	0
2 until 2200											2	2	1	1	0
1 until 0700											2	2	1	0	0

## Unit: PACU (Post-Anesthesia Care Unit)- Colby

Time of Day	Weekdays			Weekends		
	RN	HCNA	On Call RNs	RNs	HCNA	On Call RNs
0000	1	0	2	1	0	2
0100	1	0	2	1	0	2
0200	1	0	2	1	0	2
0300	1	0	2	1	0	2
0400	1	0	2	1	0	2
0500	1	0	2	1	0	2
0600	1	0	2	1	0	2
0700	2	0	0	0	0	2
0800	6	1	0	2	0	0
0900	12	2	0	2	0	0
1000	14	2	0	3	0	0
1100	16	2	0	3	0	0
1200	16	2	0	3	0	0
1300	16	2	0	3	0	0
1400	16	2	0	3	0	0
1500	16	2	0	3	0	0
1600	16	2	0	3	0	0
1700	15	2	0	3	0	0
1800	9	2	0	3	0	0
1900	6	1	0	2	0	0
2000	4	0	0	2	0	0
2100	3	0	2	1	0	0
2200	1	0	2	1	0	0
2300	1	0	2	1	0	0

## Unit: Admissions/Preop- Colby

Time of Day	Weekdays				Saturday		
	RN	HCNA	MA		RN	HCNA	MA
0000	3	0	0		3	0	0
0100	3	0	0		3	0	0
0200	3	0	0		3	0	0
0300	3	0	0		3	0	0
0400	3	0	0		3	0	0
0500	3	6	0		3	0	0
0600	20	6	2		3	1	0
0700	27	9	2		3	1	0
0800	30	9	2		4	1	0
0900	34	10	2		4	1	0
1000	36	11	2		4	1	0
1100	38	11	2		4	1	0
1200	38	11	2		4	1	0
1300	38	12	2		4	1	0
1400	38	12	2		4	1	0
1500	38	12	2		4	1	0
1600	21	6	2		4	1	0
1700	16	3	2		4	1	0
1800	12	3	0		2	0	0
1900	12	2	0		2	0	0
2000	9	1	0		0	0	0
2100	5	1	0		0	0	0
2200	3	1	0		0	0	0
2300	3	1	0		0	0	0

**Unit: Endoscopy- Colby**

Census	Day Shift			Night Shift On Call		Weekend On Call	
	RN	Tech	NAC	RN	Tech	RN	Tech
32	8	5	1				
31	8	5	1				
30	8	5	1				
29	8	5	1				
28	8	5	1				
27	8	5	1				
26	8	5	1				
25	8	5	1				
24	8	5	0				
23	8	5	0				
22	8	5	0				
21	8	5	0				
20	8	5	0				
19	7	4	0				
18	7	4	0				
17	7	4	0				
16	7	4	0				
15	6	4	0				
14	6	4	0			1	1
13	6	4	0			1	1
12	6	4	0			1	1
11	6	4	0			1	1
10	5	4	0	1	1	1	1
9	5	3	0	1	1	1	1
8	5	3	0	1	1	1	1
7	5	3	0	1	1	1	1
6	5	3	0	1	1	1	1
5	5	2	0	1	1	1	1
4	4	2	0	1	1	1	1
3	4	2	0	1	1	1	1
2	4	2	0	1	1	1	1
1	4	2	0	1	1	1	1



**Unit: Admissions/Preop (2N and 3N)- Colby**

	Days				Evenings				Nights			
Core Staffing	RN	MA	NAC	HUC	RN	MA	NAC	HUC	RN	MA	NAC	HUC
	23-25	1-2	5	2	7-8	0	4	1	3	0	0	0

**Unit: PACU- Colby**

	Days	Eves	Nights	On Call NOC	Secondary On Call NOC
Core Staffing	RN	RN	RN	RN	RN
	7-8	4-6	1	1	1

## Unit: NICU- Pacific

Productivity Target: 12.54

Unit Capacity: 29

	Charge Nurse	Nurse	Flex RN	HUC
	RN	RN	RN	HUC
Day Shift	1	11	1	1
Night Shift	1	11	1	1

### NICU Staffing Acuity

#### 1:1 (1)

Unstable and vulnerable infant requiring many simultaneous interventions more than every hour

Ventilated infant with complex respiratory status (HFOV, JET,INO)

Multiple/Unstable chest tubes

Multiple blood transfusions, Exchange transfusion

Hemodynamically unstable infant with multiple drips and frequent titrations

Multiple central lines that require frequent medications and fluid administrations Unstable infant with seizures

Complex IV fluid and medications administrations (i.e. multiple antibiotics, drips, severe acid/base or electrolytes corrections)

Hemodynamically unstable (i.e., anuria, oliguria, severe adrenal insufficiency) requiring close monitoring and intermittent treatment

#### 1:2 (0.5)

Stable ventilated infants, CPAP, NIPPV, HFNC >2L

Frequent apnea and bradycardia spells requiring interventions >5 times each shift (for possible work-up)

Frequent apnea and bradycardia on babies who are already on caffeine and O2 but still having events (8-10 times/24 hours that are needing interventions)

Multiple access sites: PICC/UVC, VAC/PAL

Seizure controlled by anticonvulsant but with Intermittent symptoms. Unstable NAS, scoring above 10 even on treatment

Arrhythmias requiring IV meds

Stable chest tubes

Nursing interventions/assessment/family interactions every 1-2 hours

#### 1:3 (0.33)

NC, HENC </= 2L

Seizures controlled by medications and /or weaning from medications Captured NAS on medications, scores <8

Occasional apnea and bradycardia, spells not requiring interventions Phototherapy

R/O sepsis on antibiotics

Resolving hypoglycemia, weaning from IV fluid and working up on po feeding NG feeding

AD lib feeding

Patient being discharge

**Formula= Multiply 1:1 patient xl Multiply 1:2 patients x 0.5**

**Multiply 1:3 patients x 0.33**

**Add total to equal number of needed nurses. Always round up. Add 2 for charge and flex**



**Unit: Family Maternity Center**

**Productivity Target: 12.54**

**Unit Capacity: 59**

Family Maternity	Day		Night
Fixed Numbers			1
Labor Deliver Charge Nurse	1		1
Postpartum Charge Nurse	1		3
Triage RN	3		2
Flex RN	2		2
Surgical Tech 8 hour	1		0
Surgical Tech 12 hour	2		2
HUC.NAC	1		1
HUC	2		2
NAC	2		2

## Unit: Labor and Deliver

	Days		Nights
Labor and Delivery	RN		RN
10	10		10
9	9		9
8	8		8
7	7		7
6	6		6
5	5		5
4	4		4
3	3		3
2	3		3
1	2		2
0	1		1
Inductions			
6	6		6
5	5		5
4	4		4
3	3		3
2	2		2
1	1		1
Scheduled C-Section			
4	4		4
3	3		4
2	2		3
1	1		2
Antepartum			
10	4		4
9	3		3
8	3		3
7	3		3
6	2		2
5	2		2
4	2		2
3	1		1



### Unit: Post-Partum Outpatient Clinic

Staff	Hours
ARNP (1)	Mon - Wed 0800-1700
RN (2)	Sun - Sat 0830-1700
Scheduler (1)	Sun - Sat 730-1600

### Unit: Maternal Fetal Medicine

Staff	Hours
MD (2)	Mon – Fri 830-1700
ARNP (1)	Mon, Tues, Thu, Fri 0830-1700
Genetic Counselor (1)	Mon-Fri 0900-1600
Dietician (1)	Mon, Tues, Thu, Friday 0800-1700
LCSW (1)	Mon, Tue, Thu 0800-1630
RN (3)	Mon - Fri 0700-1730
MA (3)	Mon, Tue, Thu, Friday. 0700-1730 *On Wed there will be (2) MA 0730-1630
Ultra Sound Tech (5)	Mon – Fri 0830-1700
Scheduler (4)	Mon – Fri 0630-1700

### Unit: Lactation

	Day	Night
RN	1	1