Cover Page

The following is the nurse staffing plan for EvergreenHealth-Kirkland Campus (hospital/health system name as listed on the DOH website), submitted to the Washington State Department of Health in accordance with Revised Code of Washington 70.41.420.
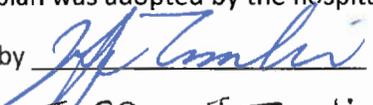
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Nurse Staffing Coalition

December 22, 2021

I, the undersigned with responsibility for EvergreenHealth-Kirkland Campus (hospital/health system name), attest that the attached staffing plan and matrix was developed in accordance with RCW 70.41.420 for 2022 (year) and includes all units covered under our hospital license under RCW 70.41. The nurse staffing plan includes the addition of 56.28 FTEs and a total of $ 7,253,956 to the organization's 2022 budget. This plan was developed with consideration given to the following elements (please check):

☑ 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 patient care unit; and

☑ 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.

This staffing plan was adopted by the hospital on: _December 22, 2621_ (date)

As approved by _____ (name and title)

Jeffrey J. Tomlin, MD
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 licensed under RCW 70.41.

Nurse Staffing Plan Principles

- Access to high-quality nursing staff is critical to 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 nurse staffing committee (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:
    - o Individual and aggregate patient needs;
    - o Staffing guidelines developed for specific specialty areas;
    - o The skills and training of the nursing staff;
    - o Resources and supports for nurses;
    - o Anticipated absences and need for nursing staff to take meal and rest breaks;
    - o Hospital data and outcomes from relevant quality indicators; and
    - o Hospital finances.
    *The American Nurses Association does not recommend a specific staffing ratio, but rather to make care assignments based on acuity, patient needs and staff competencies.

- The analysis of the above information is aggregated into the hospital's nurse staffing plan. Each individual patient care unit may use the Nurse Staffing Committee Checklist to guide their work.
- Staff continuously monitor individual and aggregate patient care needs and make adjustments to 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 ensuing staff are able to take meal and rest breaks as required by law, or collective bargaining agreement (if applicable). The committee considers breaks and strategies to ensure breaks when developing the plan. A global break policy may be used, or individual patient care units may have discretion in structuring breaks to meet specific needs

while meeting the requirements of the law. Data regarding missed or interrupted breaks will be reviewed by the committee to help develop strategies to ensure nurses are able to 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: 1) are under the hospital's license (RCW 70.41) and 2) 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:

- Redmond ED
- Kirkland ED
- ICU/CCU
- Medical/Surgical Unit
- Ortho Neurosurgery Unit
- Oncology Unit
- Cardiac, Neuro, and Vascular Unit
- Progressive Care Unit
- Family Maternity Center
- L & D OR Sections Rooms
- Neonatal Intensive Care Unit/Pediatrics
- Main Operating Room (Blue)
- Main Pre/Post Anesthesia (Blue)
- Comprehensive Procedural Center
- Interventional Lab-Cardiac Cath, Interventional Radiology
- Diagnostic Imaging Recovery

Nurse Staffing Plan Critical Elements

The following represents critical elements about the nurse staffing plan: (List key decisions by the committee, factors listed on page one that resulted in or influenced changes in the final staffing plan, etc.)

- Patient needs and acuity,
- Staffing guidelines per national organizations i.e. AORN, AWOHN,
- Hospital admissions (including ED, OR, and Procedural),
- Average daily census,
- NDNQI data,
- Benchmarking data.

Nurse Staffing Plan Matrices

The following is an updated nurse staffing plan for EvergreenHealth-Kirkland Campus (hospital/health system name as listed on the DOH website), 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 the Washington State Department of Health.

<u>*Matrices are developed as a guide for shift-by-shift unit-based staffing decisions and are adjusted up or down based on patient factors and skill-mix of hospital staff.</u>

Emergency Department

CURRENT RN STAFFING - KIRKLAND

Shift Hrs	Shift
10	0500-1500
12	0500-1700
12	0700-1900
12	0700-1900
12	0700-1900
12	0700-1900
12	0700-1900
12	0900-2100
12	0900-2100
12	1000-2200
4	1100-1500
12	1200-2400
12	1200-2400
12	1200-2400 (SUNDAY MONDAY Only)
12	1400-0200
12	1400-0200
12	1700-0500
12	1700-0500
12	1700-0500
12	1900-0700
12	1900-0700
12	1900-0700
12	1900-0700
12	1900-0700
266	(278 Sunday & Monday)

CURRENT RN STAFFING - REDMOND

Shift Hrs	Shift
12	0700-1900
12	0700-1900
12	1100-2330
12	1900-0700
12	1900-0700
60	

Daily	0700	0800	0900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	0100	0200	0300	0400	0500	0600
RN have	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	2

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ICU/CCU

Census	DAY (0700 - 1930)				NOC (1900 - 0730)					PRODUCTIVITY				Variance/Notes
	Charge	RN	Floor NAC/HUC	Resource	Charge	RN	Floor NAC	Resource	Mngers	RN HPPD	NAC UT HPPD	CARE HPPD	TARGET HPPD	
20	1.0	10.0	2.0	1.0	1.0	10.0	2.0	1.0	0.7	14.4	2.4	17.50	19.14	
19	1.0	10.0	2.0	1.0	1.0	10.0	2.0	1.0	0.7	15.2	2.5	18.38	19.14	
18	1.0	10.0	2.0	1.0	1.0	10.0	2.0	1.0	0.7	16.0	2.7	19.37	19.14	
17	1.0	9.0	2.0	1.0	1.0	9.0	2.0	1.0	0.7	15.5	2.8	19.05	19.14	
16	1.0	9.0	2.0	1.0	1.0	9.0	2.0	1.0	0.7	16.5	3.0	20.20	19.14	Target
15	1.0	8.0	1.0	1.0	1.0	8.0	1.0	1.0	0.7	16.0	1.6	18.30	19.14	
14	1.0	8.0	1.0	1.0	1.0	8.0	1.0	1.0	0.7	17.1	1.7	19.56	19.14	
13	1.0	7.0	1.0	1.0	1.0	7.0	1.0	1.0	0.7	16.6	1.8	19.16	19.14	
12	1.0	7.0	1.0	1.0	1.0	7.0	1.0	1.0	0.7	18.0	2.0	20.70	19.14	
11	1.0	6.0	1.0	1.0	1.0	6.0	1.0	1.0	0.7	17.5	2.2	20.34	19.14	
10	1.0	6.0	0.0	0.0	1.0	6.0	0.0	0.0	0.7	16.8	0.0	17.50	19.14	
9	1.0	5.0	0.0	0.0	1.0	5.0	0.0	0.0	0.7	16.0	0.0	16.70	19.14	
8	1.0	5.0	0.0	0.0	1.0	5.0	0.0	0.0	0.7	18.0	0.0	18.70	19.14	
7	1.0	4.0	0.0	0.0	1.0	4.0	0.0	0.0	0.7	17.1	0.0	17.84	19.14	
6	1.0	3.0	0.0	0.0	1.0	3.0	0.0	0.0	0.7	16.0	0.0	16.70	19.14	
5	1.0	3.0	0.0	0.0	1.0	3.0	0.0	0.0	0.7	19.2	0.0	19.90	19.14	
4	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	0.7	18.0	0.0	18.70	19.14	
3	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	0.7	24.0	0.0	24.70	19.14	
2	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	0.7	36.0	0.0	36.70	19.14	
1	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	0.7	72.0	0.0	72.70	19.14	

1 Charge RN
RN =2 Patients
NAC/HUC = 15 Patients

TARGETS   RN = HPPD NAC = HPPD   Total: 19.14

CCU Staffing Matrix 2022

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Medical/Surgical Unit

Census	DAY (0700 - 1930)								NOC (1900 - 0730)							
	CH RN: 2nd RN is a Resouce RN	RN	Res RN (8hr)	CCR NAC	FL NAC	Total NAC	HUC	Days	CH RN: 2nd RN is a Resouce RN	RN	Res RN (8 hr)	CCR NAC *	FL NAC	Total NAC	NAC/ HUC	TARGET NHPPD
44	2.00	10.0	1.0	1.0	6.0	7.0	1.0	248.0	2.00	8.0	1.0	1.0	5.0	6.0	0.67	11.02
43	2.00	9.0	1.0	1.0	6.0	7.0	1.0	236.0	2.00	8.0	1.0	1.0	5.0	6.0	0.67	11.02
42	2.00	9.0	1.0	1.0	6.0	7.0	1.0	236.0	2.00	8.0	1.0	1.0	4.0	5.0	0.67	11.02
41	2.00	9.0	1.0	1.0	5.0	6.0	1.0	224.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02
40	2.00	9.0	1.0	1.0	5.0	6.0	1.0	224.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02
39	2.00	8.0	1.0	1.0	5.0	6.0	1.0	212.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02
38	2.00	8.0	1.0	1.0	5.0	6.0	1.0	212.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02
37	2.00	8.0	1.0	1.0	4.0	5.0	1.0	200.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02
36	2.00	8.0	1.0	1.0	4.0	5.0	1.0	200.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02
35	2.00	8.0	1.0	1.0	4.0	5.0	1.0	200.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02
34	2.00	8.0	1.0	1.0	4.0	5.0	1.0	200.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02	Target ADC = 34.75
33	2.00	8.0	1.0	1.0	4.0	5.0	1.0	200.0	2.00	7.0	1.0	1.0	4.0	5.0	0.67	11.02
32	1.0	7.0	1.0	1.0	4.0	5.0	1.0	176.0	1.0	6.0	1.0	1.0	4.0	5.0	0.67	11.02
31	1.0	7.0	1.0	1.0	4.0	5.0	1.0	176.0	1.0	6.0	1.0	1.0	4.0	5.0	0.67	11.02
30	1.0	7.0	1.0	1.0	4.0	5.0	1.0	176.0	1.0	6.0	1.0	1.0	4.0	5.0	0.67	11.02
29	1.0	6.0	1.0	1.0	4.0	5.0	1.0	164.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.02
28	1.0	6.0	1.0	1.0	4.0	5.0	1.0	164.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.02
27	1.0	6.0	1.0	1.0	4.0	5.0	1.0	164.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.02
26	1.0	6.0	1.0	1.0	3.0	4.0	1.0	152.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.02
25	1.0	5.0	1.0	1.0	3.0	4.0	1.0	140.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.02
24	1.0	5.0	1.0	1.0	3.0	4.0	1.0	140.0	1.0	5.0	1.0	1.0	3.0	4.0	0.67	11.02
23	1.0	5.0	1.0	1.0	3.0	4.0	1.0	140.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.02
22	1.0	5.0	1.0	1.0	3.0	4.0	1.0	140.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.02
21	1.0	5.0	1.0	1.0	2.0	3.0	1.0	128.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.02
20	1.0	5.0	1.0	1.0	2.0	3.0	1.0	128.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.02
19	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.02
18	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.02
17	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	3.0	1.0	1.0	2.0	3.0	0.67	11.02
16	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	3.0	1.0	1.0	2.0	3.0	0.67	11.02
15	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	3.0	1.0	1.0	2.0	3.0	0.67	11.02
14	1.0	3.0	1.0	1.0	2.0	3.0	1.0	104.0	1.0	2.0	1.0	1.0	2.0	3.0	0.67	11.02
13	1.0	3.0	1.0	1.0	2.0	3.0	1.0	104.0	1.0	2.0	1.0	1.0	2.0	3.0	0.67	11.02
12	1.0	2.0	1.0	1.0	1.0	2.0	1.0	80.0	1.0	2.0	1.0	1.0	1.0	2.0	0.67	11.02
11	1.0	2.0	1.0	1.0	1.0	2.0	1.0	80.0	1.0	2.0	1.0	1.0	1.0	2.0	0.67	11.02
10	1.0	2.0	1.0	1.0	1.0	2.0	1.0	80.0	1.0	2.0	1.0	1.0	1.0	2.0	0.67	11.02
	Charge RN 0 patients RN = 4-5 patients NAC = 8-9 patients								Charge RN 0 patients RN = 5-6 patients NAC = 8-10 patients							
	When 5 Blue is open, a HUC Tech is a priority for staffing															

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Ortho Neurosurgery Unit

| Census | DAY (0700 - 1930) | | | | | | | | NOC (1900 - 0730) | | | | | | | TOTAL | |
	CH RN: 2nd RN is a Resouce RN	RN	Res RN (8hr)	CCR NAC	FL NAC	Total NAC	HUC	Days (Hours)	CH RN: 2nd RN is a Resouce RN	RN	Res RN (8 hr)	CCR NAC*	FL NAC	Total NAC	NAC/ HUC	TARGET NHPPD	
33	2.00	8.0	1.0	1.0	4.0	5.0	1.0	200.0	2.00	7.0	1.0	1.0	4.0	5.0	1.0	11.89	
32	1.0	7.0	1.0	1.0	4.0	5.0	1.0	176.0	1.0	6.0	1.0	1.0	4.0	5.0	0.67	11.89	
31	1.0	7.0	1.0	1.0	4.0	5.0	1.0	176.0	1.0	6.0	1.0	1.0	4.0	5.0	0.67	11.89	
30	1.0	7.0	1.0	1.0	4.0	5.0	1.0	176.0	1.0	6.0	1.0	1.0	4.0	5.0	0.67	11.89	
29	1.0	6.0	1.0	1.0	4.0	5.0	1.0	164.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.89	
28	1.0	6.0	1.0	1.0	4.0	5.0	1.0	164.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.89	
27	1.0	6.0	1.0	1.0	4.0	5.0	1.0	164.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.89	
26	1.0	6.0	1.0	1.0	3.0	4.0	1.0	152.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.89	ADC=25.85
25	1.0	5.0	1.0	1.0	3.0	4.0	1.0	140.0	1.0	5.0	1.0	1.0	4.0	5.0	0.67	11.89	
24	1.0	5.0	1.0	1.0	3.0	4.0	1.0	140.0	1.0	5.0	1.0	1.0	3.0	4.0	0.67	11.89	
23	1.0	5.0	1.0	1.0	3.0	4.0	1.0	140.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.89	
22	1.0	5.0	1.0	1.0	3.0	4.0	1.0	140.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.89	
21	1.0	5.0	1.0	1.0	2.0	3.0	1.0	128.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.89	
20	1.0	5.0	1.0	1.0	2.0	3.0	1.0	128.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.89	
19	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.89	
18	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	4.0	1.0	1.0	2.0	3.0	0.67	11.89	
17	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	3.0	1.0	1.0	2.0	3.0	0.67	11.89	
16	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	3.0	1.0	1.0	2.0	3.0	0.67	11.89	
15	1.0	4.0	1.0	1.0	2.0	3.0	1.0	116.0	1.0	3.0	1.0	1.0	2.0	3.0	0.67	11.89	
14	1.0	3.0	1.0	1.0	2.0	3.0	1.0	104.0	1.0	2.0	1.0	1.0	2.0	3.0	0.67	11.89	
13	1.0	3.0	1.0	1.0	2.0	3.0	1.0	104.0	1.0	2.0	1.0	1.0	2.0	3.0	0.67	11.89	
12	1.0	2.0	1.0	1.0	1.0	2.0	1.0	80.0	1.0	2.0	1.0	1.0	1.0	2.0	0.67	11.89	
11	1.0	2.0	1.0	1.0	1.0	2.0	1.0	80.0	1.0	2.0	1.0	1.0	1.0	2.0	0.67	11.89	
10	1.0	2.0	1.0	1.0	1.0	2.0	1.0	80.0	1.0	2.0	1.0	1.0	1.0	2.0	0.67	11.89	

| charge RN 0 patients
RN = 4-5 patients
NAC = 8-9 patients | charge RN 0 patients
RN = 5-6 patients
NAC = 8-10 patients | |

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Oncology Unit

Census	DAY (0700 - 1930) CH RN: 2nd RN is a Resouce RN	RN	Res RN (8hr)	CCR NAC	FL NAC	Total NAC	HUC	NOC (1900 - 0730) CH RN: 2nd RN is a Resouce RN	RN	Res RN (8 hr)	CCR NAC *	FL NAC	Total NAC	NAC/ HUC	TOTAL TARGET NHPPD	
44	2.00	###	1.0	1.0	6.0	7.0	1.0	2.00	8.0	1.0	1.0	6.0	7.0	1.0	11.50	
43	2.00	9.0	1.0	1.0	6.0	7.0	1.0	2.00	8.0	1.0	1.0	6.0	7.0	1.0	11.50	
42	2.00	9.0	1.0	1.0	6.0	7.0	1.0	2.00	8.0	1.0	1.0	6.0	7.0	1.0	11.50	
41	2.00	9.0	1.0	1.0	6.0	7.0	1.0	2.00	7.0	1.0	1.0	6.0	7.0	1.0	11.50	
40	2.00	9.0	1.0	1.0	6.0	7.0	1.0	2.00	7.0	1.0	1.0	6.0	7.0	1.0	11.50	
39	2.00	8.0	1.0	1.0	5.0	6.0	1.0	2.00	7.0	1.0	1.0	5.0	6.0	1.0	11.50	
38	2.00	8.0	1.0	1.0	5.0	6.0	1.0	2.00	7.0	1.0	1.0	5.0	6.0	1.0	11.50	
37	2.00	8.0	1.0	1.0	5.0	6.0	1.0	2.00	7.0	1.0	1.0	5.0	6.0	1.0	11.50	
36	2.00	8.0	1.0	1.0	5.0	6.0	1.0	2.00	7.0	1.0	1.0	5.0	6.0	1.0	11.50	
35	2.00	8.0	1.0	1.0	5.0	6.0	1.0	2.00	7.0	1.0	1.0	5.0	6.0	1.0	11.50	
34	2.00	8.0	1.0	1.0	5.0	6.0	1.0	2.00	7.0	1.0	1.0	5.0	6.0	1.0	11.50	
33	2.00	8.0	1.0	1.0	5.0	6.0	1.0	2.00	7.0	1.0	1.0	5.0	6.0	1.0	11.50	
32	1.0	7.0	1.0	1.0	4.0	5.0	1.0	1.0	6.0	1.0	1.0	4.0	5.0	1.00	11.50	
31	1.0	7.0	1.0	1.0	4.0	5.0	1.0	1.0	6.0	1.0	1.0	4.0	5.0	1.00	11.50	
30	1.0	7.0	1.0	1.0	4.0	5.0	1.0	1.0	6.0	1.0	1.0	4.0	5.0	1.00	11.50	
29	1.0	6.0	1.0	1.0	4.0	5.0	1.0	1.0	5.0	1.0	1.0	4.0	5.0	1.00	11.50	
28	1.0	6.0	1.0	1.0	4.0	5.0	1.0	1.0	5.0	1.0	1.0	4.0	5.0	1.00	11.50	Target ADC
27	1.0	6.0	1.0	1.0	4.0	5.0	1.0	1.0	5.0	1.0	1.0	4.0	5.0	1.00	11.50	
26	1.0	6.0	1.0	1.0	3.0	4.0	1.0	1.0	5.0	1.0	1.0	4.0	5.0	1.00	11.50	
25	1.0	5.0	1.0	1.0	3.0	4.0	1.0	1.0	5.0	1.0	1.0	4.0	5.0	1.00	11.50	
24	1.0	5.0	1.0	1.0	3.0	4.0	1.0	1.0	5.0	1.0	1.0	3.0	4.0	1.00	11.50	
23	1.0	5.0	1.0	1.0	3.0	4.0	1.0	1.0	4.0	1.0	1.0	2.0	3.0	1.00	11.50	
22	1.0	5.0	1.0	1.0	3.0	4.0	1.0	1.0	4.0	1.0	1.0	2.0	3.0	1.00	11.50	
21	1.0	5.0	1.0	1.0	2.0	3.0	1.0	1.0	4.0	1.0	1.0	2.0	3.0	1.00	11.50	
20	1.0	5.0	1.0	1.0	2.0	3.0	1.0	1.0	4.0	1.0	1.0	2.0	3.0	1.00	11.50	
19	1.0	4.0	1.0	1.0	2.0	3.0	1.0	1.0	4.0	1.0	1.0	2.0	3.0	1.00	11.50	
18	1.0	4.0	1.0	1.0	2.0	3.0	1.0	1.0	4.0	1.0	1.0	2.0	3.0	1.00	11.50	
17	1.0	4.0	1.0	1.0	2.0	3.0	1.0	1.0	3.0	1.0	1.0	2.0	3.0	1.00	11.50	
16	1.0	4.0	1.0	1.0	2.0	3.0	1.0	1.0	3.0	1.0	1.0	2.0	3.0	1.00	11.50	
15	1.0	4.0	1.0	1.0	2.0	3.0	1.0	1.0	3.0	1.0	1.0	2.0	3.0	1.00	11.50	
14	1.0	3.0	1.0	1.0	2.0	3.0	1.0	1.0	2.0	1.0	1.0	2.0	3.0	1.00	11.50	
13	1.0	3.0	1.0	1.0	2.0	3.0	1.0	1.0	2.0	1.0	1.0	2.0	3.0	1.00	11.50	
12	1.0	2.0	1.0	1.0	1.0	2.0	1.0	1.0	2.0	1.0	1.0	1.0	2.0	1.00	11.50	
11	1.0	2.0	1.0	1.0	1.0	2.0	1.0	1.0	2.0	1.0	1.0	1.0	2.0	1.00	11.50	
10	1.0	2.0	1.0	1.0	1.0	2.0	1.0	1.0	2.0	1.0	1.0	1.0	2.0	1.00	11.50	

| Charge RN = 0 patients
RN = 4-5 patients
NAC = 8-9 patients | Charge RN = 0 patients
RN = 5-6 patients
NAC = 8-10 patients | |

When 2 Purple is open, a HUC Tech is a priority for staffing

Nurse Staffing Plan Submission EvergreenHealth Kirkland

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Cardiac, Neuro, and Vascular Unit

| Census | DAY (0700 - 1930) | | | | | NOC (1900 - 0730) | | | | | | PRODUCTIVITY | Variance/Notes |
	Charge	RN	NAC	huc	Resource	Charge	RN	NAC	HUC	Resource	Mngers	Total HPD	
31	1.0	8.0	4.0	1.0	1.0	1.0	8.0	4.0	0.5	0.5	0.7	11.5	
30	1.0	8.0	4.0	1.0	1.0	1.0	8.0	4.0	0.5	0.5	0.7	11.9	
29	1.0	8.0	4.0	1.0	1.0	1.0	8.0	4.0	0.5	0.5	0.7	12.3	
28	1.0	7.0	4.0	1.0	1.0	1.0	7.0	4.0	0.5	0.5	0.7	11.9	
27	1.0	7.0	4.0	1.0	1.0	1.0	7.0	4.0	0.5	0.5	0.7	12.3	
26	1.0	7.0	3.0	1.0	1.0	1.0	7.0	3.0	0.5	0.5	0.7	11.9	**Target CVNS**
25	1.0	7.0	3.0	1.0	1.0	1.0	7.0	3.0	0.5	0.5	0.7	12.3	
24	1.0	6.0	3.0	1.0	1.0	1.0	6.0	3.0	0.5	0.5	0.7	11.9	
23	1.0	6.0	3.0	1.0	1.0	1.0	6.0	3.0	0.5	0.5	0.7	12.4	
22	1.0	6.0	3.0	1.0	1.0	1.0	6.0	3.0	0.5	0.5	0.7	12.9	
21	1.0	6.0	3.0	1.0	1.0	1.0	6.0	3.0	0.5	0.5	0.7	13.5	
20	1.0	5.0	3.0	1.0	1.0	1.0	5.0	3.0	0.5	0.5	0.7	13.0	
19	1.0	5.0	3.0	1.0	1.0	1.0	5.0	3.0	0.5	0.5	0.7	13.7	
18	1.0	5.0	2.0	1.0	1.0	1.0	5.0	2.0	0.5	0.5	0.7	13.1	
17	1.0	5.0	2.0	1.0	1.0	1.0	5.0	2.0	0.5	0.5	0.7	13.9	
16	1.0	4.0	2.0	1.0	1.0	1.0	4.0	2.0	0.5	0.5	0.7	13.3	
15	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	0.5	0.7	13.4	
14	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	0.5	0.7	14.3	
13	1.0	4.0	2.0	0.0	0.0	1.0	4.0	2.0	0.0	0.5	0.7	14.0	
12	1.0	3.0	2.0	0.0	0.0	1.0	3.0	2.0	0.0	0.5	0.7	13.2	
11	1.0	3.0	2.0	0.0	0.0	1.0	3.0	2.0	0.0	0.5	0.7	14.4	
10	1.0	3.0	1.0	0.0	0.0	1.0	3.0	1.0	0.0	0.5	0.7	13.4	
9	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.5	0.7	12.3	
8	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.5	0.7	13.8	
7	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.5	0.7	15.8	
6	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	10.4	
5	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	12.5	
4	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	15.6	
3	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	20.8	
2	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	31.2	
1	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	62.4	

1Charge RN
RN Ratio = 4 Patients
NAC Ratio =10 Patients

CVNS Staffing Matrix

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

Progressive Care Unit

Census	DAY (0700 - 1930)					NOC (1900 - 0730)						PRODUCTIVITY	Variance/Notes
	Charge	RN	NAC	huc	Resource	Charge	RN	NAC	HUC	Resource	Mngers	Total HPD	
31	1.0	8.0	4.0	1.0	1.0	1.0	8.0	4.0	0.5	0.5	0.7	11.5	
30	1.0	8.0	4.0	1.0	1.0	1.0	8.0	4.0	0.5	0.5	0.7	11.9	
29	1.0	8.0	4.0	1.0	1.0	1.0	8.0	4.0	0.5	0.5	0.7	12.3	**Target PCU**
28	1.0	7.0	4.0	1.0	1.0	1.0	7.0	4.0	0.5	0.5	0.7	11.9	
27	1.0	7.0	4.0	1.0	1.0	1.0	7.0	4.0	0.5	0.5	0.7	12.3	
26	1.0	7.0	3.0	1.0	1.0	1.0	7.0	3.0	0.5	0.5	0.7	11.9	
25	1.0	7.0	3.0	1.0	1.0	1.0	7.0	3.0	0.5	0.5	0.7	12.3	
24	1.0	6.0	3.0	1.0	1.0	1.0	6.0	3.0	0.5	0.5	0.7	11.9	
23	1.0	6.0	3.0	1.0	1.0	1.0	6.0	3.0	0.5	0.5	0.7	12.4	
22	1.0	6.0	3.0	1.0	1.0	1.0	6.0	3.0	0.5	0.5	0.7	12.9	
21	1.0	6.0	3.0	1.0	1.0	1.0	6.0	3.0	0.5	0.5	0.7	13.5	
20	1.0	5.0	3.0	1.0	1.0	1.0	5.0	3.0	0.5	0.5	0.7	13.0	
19	1.0	5.0	3.0	1.0	1.0	1.0	5.0	3.0	0.5	0.5	0.7	13.7	
18	1.0	5.0	2.0	1.0	1.0	1.0	5.0	2.0	0.5	0.5	0.7	13.1	
17	1.0	5.0	2.0	1.0	1.0	1.0	5.0	2.0	0.5	0.5	0.7	13.9	
16	1.0	4.0	2.0	1.0	1.0	1.0	4.0	2.0	0.5	0.5	0.7	13.3	
15	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	0.5	0.7	13.4	
14	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	0.5	0.7	14.3	
13	1.0	4.0	2.0	0.0	0.0	1.0	4.0	2.0	0.0	0.5	0.7	14.0	
12	1.0	3.0	2.0	0.0	0.0	1.0	3.0	2.0	0.0	0.5	0.7	13.2	
11	1.0	3.0	2.0	0.0	0.0	1.0	3.0	2.0	0.0	0.5	0.7	14.4	
10	1.0	3.0	1.0	0.0	0.0	1.0	3.0	1.0	0.0	0.5	0.7	13.4	
9	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.5	0.7	12.3	
8	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.5	0.7	13.8	
7	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.5	0.7	15.8	
6	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	10.4	
5	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	12.5	
4	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	15.6	
3	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	20.8	
2	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	31.2	
1	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.5	0.7	62.4	

1Charge RN
RN Ratio = 4 Patients
NAC Ratio =10 Patients

PCU Staffing Matrix

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

Family Maternity Center

6076 Staffing Matrix

Patient Census	Mon-Fri DAY								Mon - Fri NIGHT					Sat - Sun DAY							Sat - Sun NIGHT					
	Charge RN	RN	Stabilizer RN	Floor NAC	Stock Tech	Mentor RN	Management	HUC	Charge RN	RN	Stabilizer & Mentor RN's	Floor NAC	HUC	Charge RN	RN	Stabilizer	Stock Tech	Mentor RN	Floor NAC	HUC	Charge RN	RN	Stabilizer	Mentor RN	Floor NAC	HUC
	12.00	12.00	12.00	##	10.00	12.00	8.00	12.00	12.00	12.00	12.00	##	12.00	12.00	12.00	12.00	8.00	12.00	12.00	##	12.00	12.00	12.00	12.00	12.00	12.00
32	2.00	11.00	1.00	3.00	1.25	1.00	2.60	2.00	2.00	11.00	1.00	3.00	2.00	2.00	13.00	1.25	1.00	1.00	4.00	2.00	2.00	11.00	1.00	1.00	3.00	2.00
33	2.00	13.00	1.00	3.00	1.25	1.00	2.60	2.00	2.00	11.00	1.00	3.00	2.00	2.00	13.00	1.25	1.00	1.00	4.00	2.00	2.00	12.00	1.00	1.00	3.00	2.00
34	2.00	13.00	1.00	3.00	1.25	1.00	2.60	2.00	2.00	12.00	1.00	3.00	2.00	2.00	13.00	1.25	1.00	1.00	4.00	2.00	2.00	12.00	1.00	1.00	3.00	2.00
35	2.00	14.00	1.00	3.00	1.25	1.00	2.60	2.00	2.00	14.00	1.00	3.00	2.00	2.00	14.00	1.25	1.00	1.00	4.00	2.00	2.00	13.00	1.00	1.00	3.00	2.00
36	2.00	15.00	1.00	3.00	1.25	1.00	2.60	2.00	2.00	14.00	1.00	3.00	2.00	2.00	14.00	1.25	1.00	1.00	4.00	2.00	2.00	13.00	1.00	1.00	3.00	2.00
37	2.00	16.00	1.00	3.00	1.25	1.00	2.60	2.00	2.00	15.00	1.00	3.00	2.00	2.00	14.00	1.25	1.00	1.00	4.00	2.00	2.00	15.00	1.00	1.00	3.00	2.00
38	2.00	18.00	1.00	3.00	1.25	1.00	2.60	3.00	2.00	16.00	1.00	3.00	2.00	2.00	16.00	1.25	1.00	1.00	4.00	2.00	2.00	16.00	1.00	1.00	3.00	2.00
39	2.00	18.00	1.00	3.00	1.25	1.00	2.60	3.00	2.00	16.00	1.00	3.00	2.00	2.00	16.00	1.25	1.00	1.00	4.00	2.00	2.00	16.00	1.00	1.00	3.00	2.00
40	2.00	19.00	1.00	4.00	1.25	1.00	2.60	3.00	2.00	16.00	1.00	4.00	2.00	2.00	17.00	1.25	1.00	1.00	5.00	2.00	2.00	16.00	1.00	1.00	3.00	2.00
41	2.00	21.00	1.00	4.00	1.25	1.00	2.60	3.00	2.00	16.00	1.00	4.00	2.00	2.00	18.00	1.25	1.00	1.00	5.00	2.00	2.00	16.00	1.00	1.00	3.00	2.00
42	2.00	21.00	1.00	4.00	1.25	1.00	2.60	3.00	2.00	17.00	1.00	4.00	2.00	2.00	18.00	1.25	1.00	1.00	5.00	2.00	2.00	17.00	1.00	1.00	3.00	2.00
43	2.00	21.00	1.00	4.00	1.25	1.00	2.60	3.00	2.00	17.00	1.00	4.00	2.00	2.00	18.00	1.25	1.00	1.00	5.00	2.00	2.00	17.00	1.00	1.00	3.00	2.00
44	2.00	21.00	1.00	4.00	1.25	1.00	2.60	3.00	2.00	18.00	1.00	4.00	2.00	2.00	20.00	1.25	1.00	1.00	5.00	2.00	2.00	18.00	1.00	1.00	3.00	2.00
45	2.00	23.00	1.00	4.00	1.25	1.00	2.60	3.00	2.00	18.00	1.00	4.00	2.00	2.00	20.00	1.25	1.00	1.00	5.00	2.00	2.00	18.00	1.00	1.00	3.00	2.00
46	2.00	23.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	18.00	1.00	4.00	2.00	2.00	21.00	1.25	1.00	1.00	5.00	2.00	2.00	19.00	1.00	1.00	4.00	2.00
47	2.00	25.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	18.00	1.00	4.00	2.00	2.00	22.00	1.25	1.00	1.00	5.00	2.00	2.00	21.00	1.00	1.00	4.00	2.00
48	2.00	25.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	18.00	1.00	4.00	2.00	2.00	22.00	1.25	1.00	1.00	5.00	2.00	2.00	21.00	1.00	1.00	4.00	2.00
49	2.00	25.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	21.00	1.00	4.00	2.00	2.00	22.00	1.25	1.00	1.00	5.00	2.00	2.00	21.00	1.00	1.00	4.00	2.00
50	2.00	26.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	22.00	1.00	4.00	2.00	2.00	23.00	1.25	1.00	1.00	5.00	2.00	2.00	22.00	1.00	1.00	4.00	2.00
51	2.00	26.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	22.00	1.00	4.00	2.00	2.00	23.00	1.25	1.00	1.00	5.00	2.00	2.00	22.00	1.00	1.00	4.00	2.00
52	2.00	26.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	22.00	1.00	4.00	2.00	2.00	23.00	1.25	1.00	1.00	5.00	2.00	2.00	22.00	1.00	1.00	4.00	2.00
53	2.00	27.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	22.00	1.00	4.00	2.00	2.00	23.00	1.25	1.00	1.00	5.00	2.00	2.00	22.00	1.00	1.00	4.00	2.00
54	2.00	27.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	22.00	1.00	4.00	2.00	2.00	24.00	1.25	1.00	1.00	5.00	2.00	2.00	23.00	1.00	1.00	4.00	2.00
55	2.00	27.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	23.00	1.00	4.00	2.00	2.00	24.00	1.25	1.00	1.00	5.00	2.00	2.00	23.00	1.00	1.00	4.00	2.00
56	2.00	27.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	23.00	1.00	4.00	2.00	2.00	24.00	1.25	1.00	1.00	5.00	2.00	2.00	23.00	1.00	1.00	4.00	2.00
57	2.00	27.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	23.00	1.00	4.00	2.00	2.00	24.00	1.25	1.00	1.00	5.00	2.00	2.00	23.00	1.00	1.00	4.00	2.00
58	2.00	27.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	23.00	1.00	4.00	2.00	2.00	24.00	1.25	1.00	1.00	5.00	2.00	2.00	23.00	1.00	1.00	4.00	2.00
59	2.00	27.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	24.00	1.00	4.00	2.00	2.00	25.00	1.25	1.00	1.00	5.00	2.00	2.00	24.00	1.00	1.00	4.00	2.00
60	2.00	27.00	1.00	5.00	1.25	1.00	2.60	3.00	2.00	24.00	1.00	4.00	2.00	2.00	25.00	1.25	1.00	1.00	5.00	2.00	2.00	24.00	1.00	1.00	4.00	2.00

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2 Purple OR (L & D)

2-Purple OR (6081)	DAY SHIFT (M-F)				NIGHT SHIFT				NOC WHpU Target = 19.61
	RN	Scrub Techs	Staff Ratio	OR-Coord	RN	Scrub Tech	Staff Ratio	OR-Coord	
OR-10	1	1			1	1			9.834
OR-11	0.75	1		0.6		1		0.6	
OR-12									

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Neonatal Intensive Care Unit/Pediatrics

6172 Staffing Matrix

Number of Patients	Day CH RN	1:1 to 1:3 RN	Resource	RN LC	PT/OT	Total RN Day Shift	HUC	Mgr	CNA Day	Day Shift Total Hours	Nights CH RN	1:1 & 1:3 RN	Resource	HUC	Total RN Night Shift	Night Shift Total Hours	MATRIX Total Worked Hrs	TARGET Total Worked Hrs	Variance Matrix to Actual	MATRIX Total WHpU	TARGET Total WHpU
0	1.0	1.0	0.0	0.0	0.0	2.0	0.5	1.4	0.0	41.4	1.0	1.0	0.0	0.0	2.0	24.0	65.4	0.0	65.44	0.00	14.23
1	1.0	1.0	0.0	0.0	0.0	2.0	0.5	1.4	0.0	41.4	1.0	1.0	0.0	0.0	2.0	24.0	65.4	14.2	51.21	65.44	14.23
2	1.0	1.0	0.0	0.0	0.0	2.0	1.0	1.4	0.0	47.4	1.0	1.0	0.0	0.5	2.0	30.0	77.4	28.5	48.98	38.72	14.23
3	1.0	1.5	0.0	0.0	0.0	2.5	1.0	1.4	0.0	53.4	1.0	1.5	0.0	0.5	2.5	36.0	89.4	42.7	46.76	29.81	14.23
4	1.0	2.0	0.0	0.5	0.0	3.5	1.0	1.4	0.0	63.4	1.0	2.0	0.0	0.5	3.0	42.0	105.4	56.9	48.53	26.36	14.23
5	1.0	2.0	0.0	0.5	0.5	3.5	1.0	1.4	0.0	67.4	1.0	2.0	0.0	1.0	3.0	48.0	115.4	71.1	44.30	23.09	14.23
6	1.0	2.5	0.0	0.5	0.5	4.0	1.0	1.4	0.0	73.4	1.0	2.5	0.0	1.0	3.5	54.0	127.4	85.4	42.07	21.24	14.23
7	1.0	3.0	0.0	0.5	0.6	4.5	1.0	1.4	0.4	83.3	1.0	3.0	0.0	1.0	4.0	60.0	143.3	99.6	43.68	20.47	14.23
8	1.0	3.0	0.0	0.5	0.6	4.5	1.0	1.4	0.4	83.3	1.0	3.0	0.0	1.0	4.0	60.0	143.3	113.8	29.46	17.91	14.23
9	1.0	3.5	0.0	0.5	0.6	5.0	1.0	1.4	0.4	89.4	1.0	3.5	0.0	1.0	4.5	66.0	155.4	128.1	27.39	17.27	14.23
10	1.0	3.5	0.0	0.7	0.6	5.2	1.0	1.4	0.4	91.1	1.0	3.5	0.0	1.0	4.5	66.0	157.1	142.3	14.84	15.71	14.23
11	1.0	4.0	0.0	0.7	0.6	5.7	1.0	1.4	0.4	97.1	1.0	4.0	0.0	1.0	5.0	72.0	169.1	156.5	12.61	15.37	14.23
12	1.0	4.0	0.0	0.7	0.6	5.7	1.0	1.4	0.4	97.1	1.0	4.0	0.0	1.0	5.0	72.0	169.1	170.7	(1.61)	14.09	14.23
13	1.0	4.5	0.0	0.7	0.6	6.2	1.0	1.4	0.4	103.1	1.0	4.5	0.0	1.0	5.5	78.0	181.1	185.0	(3.84)	13.93	14.23
14	1.0	5.0	0.0	0.7	0.6	6.7	1.0	1.4	0.4	109.1	1.0	5.0	0.0	1.0	6.0	84.0	193.1	199.2	(6.07)	13.79	14.23
15	1.0	5.5	0.0	0.7	0.6	7.2	1.0	1.4	0.4	115.1	1.0	5.5	0.0	1.0	6.5	90.0	205.1	213.4	(8.30)	13.67	14.23
16	1.0	6.0	0.0	0.7	0.6	7.7	1.0	1.4	0.4	121.1	1.0	6.0	0.0	1.0	7.0	96.0	217.1	227.6	(10.53)	13.57	14.23
17	1.0	6.0	1.0	0.7	0.6	8.7	1.0	1.4	0.4	133.1	1.0	6.0	1.0	1.0	8.0	108.0	241.1	241.9	(0.75)	14.18	14.23
18	1.0	6.5	1.0	0.7	0.6	9.2	1.0	1.4	0.4	139.1	1.0	6.5	1.0	1.0	8.5	114.0	253.1	256.1	(2.98)	14.06	14.23
19	1.0	6.5	1.0	0.7	0.6	9.2	1.0	1.4	0.4	139.1	1.0	6.5	1.0	1.0	8.5	114.0	253.1	270.3	(17.21)	13.32	14.23
20	1.0	7.0	1.0	0.7	0.6	9.7	1.0	1.4	0.4	145.1	1.0	7.0	1.0	1.0	9.0	120.0	265.1	284.6	(19.44)	13.26	14.23
21	1.0	7.5	1.0	0.7	0.6	10.2	1.0	1.4	0.4	151.1	1.0	7.5	1.0	1.0	9.5	126.0	277.1	298.8	(21.67)	13.20	14.23
22	1.0	8.0	1.0	0.7	0.6	10.7	1.0	1.4	0.4	157.1	1.0	8.0	1.0	1.0	10.0	132.0	289.1	313.0	(23.89)	13.14	14.23
23	1.0	8.5	1.0	0.7	0.6	11.2	1.0	1.4	0.4	163.1	1.0	8.5	1.0	1.0	10.5	138.0	301.1	327.2	(26.12)	13.09	14.23
24	1.0	9.0	1.0	0.7	0.6	11.7	1.0	1.4	0.4	169.1	1.0	9.0	1.0	1.0	11.0	144.0	313.1	341.5	(28.35)	13.05	14.23
25	1.0	9.5	1.0	0.7	0.6	12.2	1.0	1.4	0.4	175.1	1.0	9.5	1.0	1.0	11.5	150.0	325.1	355.7	(30.58)	13.00	14.23
26	1.0	10.0	1.0	0.7	0.6	12.7	1.0	1.4	0.4	187.1	1.0	10.0	1.0	1.0	12.0	156.0	343.1	369.9	(26.80)	13.20	14.23
27	1.0	10.5	1.0	0.7	0.6	13.2	1.5	1.4	0.4	193.1	1.0	10.5	1.0	1.0	12.5	162.0	355.1	384.2	(29.03)	13.15	14.23
28	1.0	11.0	1.0	0.7	0.6	13.7	1.5	1.4	0.4	199.1	1.0	11.0	1.0	1.0	13.0	168.0	367.1	398.4	(31.26)	13.11	14.23
29	1.0	11.5	1.0	0.7	0.6	14.2	1.5	1.4	0.4	205.1	1.0	11.5	1.0	1.0	13.5	174.0	379.1	412.6	(33.49)	13.26	14.23
30	1.0	12.0	1.0	0.7	0.6	14.7	1.5	1.4	0.4	211.1	1.0	12.0	1.0	1.0	14.0	180.0	391.1	426.8	(35.72)	13.04	14.23
31	1.0	12.5	1.0	0.7	0.6	15.2	1.5	1.4	0.4	217.1	1.0	12.5	1.0	1.0	14.5	186.0	403.1	441.1	(37.94)	13.00	14.23
32	1.0	13.0	1.0	0.7	0.6	15.7	1.5	1.4	0.4	223.1	1.0	13.0	1.0	1.0	15.0	192.0	415.1	455.3	(40.17)	12.97	14.23
33	1.0	13.5	1.0	0.7	0.6	16.2	1.5	1.4	0.4	229.1	1.0	13.5	1.0	1.0	15.5	198.0	427.1	469.5	(42.40)	12.94	14.23
34	1.0	14.0	1.0	0.7	0.6	16.7	1.5	1.4	0.4	235.1	1.0	14.0	1.0	1.0	16.0	204.0	439.1	483.7	(44.63)	12.92	14.23
35	1.0	14.5	1.0	0.7	0.6	17.2	1.5	1.4	0.4	241.1	1.0	14.5	1.0	1.5	16.5	216.0	457.1	498.0	(40.86)	13.06	14.23
36	1.0	15.0	1.0	0.7	0.6	17.7	1.5	1.4	0.4	247.1	1.0	15.0	1.0	1.5	17.0	222.0	469.1	512.2	(43.08)	13.03	14.23
37	1.0	15.5	1.0	0.7	0.6	18.2	1.5	1.4	0.4	253.1	1.0	15.5	1.0	1.5	17.5	228.0	481.1	526.4	(45.31)	13.00	14.23
38	1.0	16.0	1.0	0.7	0.6	18.7	1.5	1.4	0.4	259.1	1.0	16.0	1.0	1.5	18.0	234.0	493.1	540.7	(47.54)	12.98	14.23
39	1.0	16.5	1.0	0.7	0.6	19.2	1.5	1.4	0.4	265.1	1.0	16.5	1.0	1.5	18.5	240.0	505.1	554.9	(49.77)	12.95	14.23
40	1.0	17.0	1.0	0.7	0.6	19.7	1.5	1.4	0.4	271.1	1.0	17.0	1.0	1.5	19.0	246.0	517.1	569.1	(51.99)	12.93	14.23
41	1.0	17.5	1.0	0.7	0.6	20.2	1.5	1.4	0.4	277.1	1.0	17.5	1.0	1.5	19.5	252.0	529.1	583.3	(54.22)	12.91	14.23
42	1.0	18.0	1.0	0.7	0.6	20.7	1.5	1.4	0.4	283.1	1.0	18.0	1.0	1.5	20.0	258.0	541.1	597.6	(56.45)	12.88	14.23
43	1.0	18.5	1.0	0.7	0.6	21.2	1.5	1.4	0.4	289.1	1.0	18.5	1.0	1.5	20.5	264.0	553.1	611.8	(58.68)	12.86	14.23
44	1.0	19.0	1.0	0.7	0.6	21.7	1.5	1.4	0.4	295.1	1.0	19.0	1.0	1.5	21.0	270.0	565.1	626.0	(60.91)	12.84	14.23
45	1.0	19.5	1.0	0.7	0.6	22.2	1.5	1.4	0.4	301.1	1.0	19.5	1.0	1.5	21.5	276.0	577.1	640.3	(63.13)	12.82	14.23
46	1.0	20.0	1.0	0.7	0.6	22.7	1.5	1.4	0.4	307.1	1.0	20.0	1.0	1.5	22.0	282.0	589.1	654.5	(65.36)	12.81	14.23

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 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.

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Main Operating Room (Blue)

Week day CALL begins at 2330--8 hours		
Mon, Tues Wed-- 1 RN		
Thurs, Fri-- 1 RN & 1 Scrub tech		
Week-end CALL begins at 0700--12 hours, 1900--12 hours		
Sat, Sun-- 1 RN, 1 Scrub, 1 SSA		
Sat, Sun-- 2 RN, 2 tech's		
Notes:		

The Surgical Services follows the AORN Position Statement on Perioperative Safe Staffing and On-Call Practices

Intraoperative: 1 RN per patient per OR in the role of the RN circulator & 1 scrub person per patient per room

The number of indirect care staff members will vary according to function, but traditional compliment is one indirect caregiver to 2 direct caregivers.

Main Pre/Post Anesthesia (Blue)

3 Blue PSCU/PACU (7030)

EvergreenHealth 3-Blue PSCU/PACU Staffing Matrix

Covering 8 ORs, CPC, DI, and FMC	Charge RN	RN's	HUC/Tech	PSA	Total FTEs*
Monday	4	16	2	1	23
Tuesday	4	16	3	1	24
Wednesday	4	16	3	1	24
Thursday	4	16	3	1	24
Friday	4	16	3	1	24
Saturday	1	0	0	0	1
Sunday	1	0	0	0	1
Totals	22	80	14	5	121

FTE and all numbers indicative of number of shifts. These may be 8, 10, or 12 hours

Total # of Staff	
FTE RNs	28
FTE HUCs	5
FTE PSA	2
PD RNs	6
PD HUCs	1

*These numbers indicate employed individuals

EvergreenHealth 3-Blue PSCU/PACU RN Staffing Matrix - Breakdown by Hour

# RNs/Time	500	600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200
1																		
2																		
3																		
4																4*	4*	
5																		
6	6*	6*													6*			
7														7*				
8				8*														
9														9*				
10																		
11				11*								11*	11*					
12											12*							
13				13*														
14										14*								
15						15*												
16							15*											
17						16*												
18																		
19																		
20							20*											

* Includes 2 Charge RN (PSCU/PACU)

On-Call Staffing

Weekday Call
2200-0700 - 2 RNs

Weekend Call
0700-1900 - 2 RNs
1900-0700 - 2 RNs

Additional Weekend Staffing
0600-1830- 1 PSCU RN staffed

Notes:
Surgical services follows the ASPAN standards perioperative safe staffing and on call practices.
2 RNs in PACU when patient present

Comprehensive Procedural Center

WK #1	RN	TECH
M	4	3
Tu	8	3
We	4	3
Th	5	2
Fr	8	3

WK #2		
M	5	3
Tu	6	3
We	7	3
Th	5	2
Fr	8	3

Notes:

The CPC Staffing Plan is guided by the following two professional societies:
SGNA's position statement, *Minimum Registered Nurse Staffing for Patient Care in the Gastroenterolog*
A minimum of one RN during the pre-procedure phase, one RN during the procedure, one RN during th

ASPAN's Practice Recommendation 1, *Patient Classification/Staffing Recommendations*

Phase 1 Level of Care: Two Registered Nurses one of whom is an RN competent in Phase 1 postanesthe
same room/unit where the patient is receiving phase 1 level of care. 1/RN to 2/Pt, 1/RN to 1/Pt, or 2/R

Phase 2 Level of Care: Two competent personnel, one of whom is an RN competent in Phase 2 postane
the same room/unit where the patient is receiving phase 2 level of care. An RN must be in the phase 2 l
while a patient is present.

1/RN to 3/Pt, 1/RN to 2/Pt, 1/RN to 1/Pt
CPC RNs and Techs work 8 hour shifts

CPC staffs 1 Charge RN daily, 0-2 float RNs daily, and increases RN staffing based on case volumes. Proc
staffed 2/RN and 1/Unit Tech, additional rooms are staffed 3/RN

CPC staffs an On-Call team of 2 RNs until 2000, 1 RN until 0700 for Monday – Friday for emergent cases.
1500, 1 RN 1500-0700 Saturday, Sunday, & Holidays for emergent cases.

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Interventional Lab – Cardiac Cath, Interventional Radiology

Cath/ IR /Neuro Lab Staffing Plan

The procedure labs are open from 0600-1730 Monday – Friday with the first case starting at 0700. Each room is staffed with a team of nurses and radiology technologists. There are 2 call teams that respond to emergent and urgent cases after hours and on weekends.

Daily there is a Cath/IR coordinator that is a procedure RN that assists with flow and scheduling of add-ons.

Daily Staffing Monday –Friday

IR Lab Procedure room 1:

- 4 technologists
- 2 RN's

Cath lab Procedure room 2:

- 4 technologists
- 2 RN's

Neuro/IR lab Procedure Room 3:

- 4 technologists
- 2 RN's

The call teams consist of 2 technologists and 1 RN.

There are 2 call teams. thev are Cardiac/Vascular and Neuro/IR.

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Diagnostic Imaging Recovery

DI Recovery Staffing Plan

DI Recovery is open Monday –Friday from 0515-1830 for pre/post Cath/IR /Neuro lab patients.

Nurse to patient ratio is 4:1 for pre- procedure patients and 3:1 for post procedure phase 2 recovery

DI Recovery is fully staffed by RNs to include 1 charge RN. RN's work a 10's, 12's and 8 hour shifts to cover the needs the of the unit.

RN's	Minimum Staffing	Maximum Staffing
Monday	5	6
Tuesday	5	6
Wednesday	5	6
Thursday	5	6
Friday	5	6

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