



LAKE CHELAN  
HEALTH

## **Staffing Plan for Nursing Services**

Applicable To: Lake Chelan Health (Hospital)

Department: Patient Care Services/Nurse Staffing Committee

Date: 11/22/2021

All information listed and any revisions to this plan will be based on RCW 70.41.410 and RCW 70.41.420

### **Purpose Statement**

The Staffing Plan for Nursing Services reflects the specific needs of Lake Chelan Health to meet patient care and organizational needs. This plan will have an ongoing evaluation by the Nurse Staffing Committee (at least semi-annually) and as a component of the annual budget process. All nursing staff and supervisory staff may provide input to the Nursing Staff Committee relevant to providing patient care.

### **Nurse Staffing Plan**

The Nursing Staffing Plan has been formulated to identify the staffing needs based on the following criteria listed below:

1. Patient population and individual patient needs (acuity)
2. Average Daily census
3. Length of stay
4. Physical environment and available technology
5. Staff skill mix, including level of experience and required competencies
6. Availability of other personnel supporting nursing services on the unit
7. Strategies to enable registered nurses to take meal and rest breaks as required by law.
8. Standards of Nursing Practice as set forth by the State of Washington, national nursing professional associations, specialty nursing organizations and other health professional organizations.

Lake Chelan Health will post, in public areas on each patient care unit, the core nurse staffing plan and the nurse staffing schedule for that shift for that unit, as well as the relevant clinical staffing for that shift. The staffing plan and current staffing levels will also be made available to patients and visitors upon request.

### **Core Nursing Staff for Patient Care Units**

Med-Surg Unit (Includes Acute Care, Sub-Acute Rehab, Observation, Obstetrics)

**Day Shift 7a-7p**

RN-2

CNA-1  
Unit Coordinator-1 (6a-430p)

**Night Shift 7p-7a**

RN-2  
CNA-1

**Note:** In the event of low census, one RN may be placed on-call at discretion of the House Supervisor or designee. If census, acuity, or patient mix indicates need, an additional RN may be placed on-call/called in to work at discretion of the House Supervisor or designee.

Emergency Department

**Day Shift 7a-7p**

RN-1  
ED Tech (1200-0030)

**Night Shift 7p-7a**

RN-1

**Note:** ED Tech hours may shift according to census, acuity, and season. During high volume season, an additional RN may be staffed from 10a-10p.

Operating Room

**7a-7p, 24/7**

RN-1  
Surgical Tech-1  
CRNA-1

PACU RN – Variable hours depending on surgery schedule. Typically, Monday-Friday

**Note:** Surgery staffing is addressed each weekday to support the volumes of procedures for the next day.

House Supervisor

**Day Shift 630a-7p**

RN-1

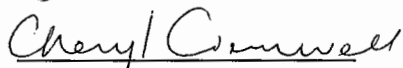
**Night Shift 630p-7a**

RN-1

**Approved by:**

  
Jaime Minnock, MSN, RN, CNO

11/30/21  
Date

  
Cheryl Cornwell, Interim-CEO, CFO

11/30/21  
Date