

Hospital Staffing Advisory Committee Meeting

Minute Notes

Date	7/16/2024			
Meeting Topic	Hospital Staffing Updates			
Note Taker	Holli Erdahl			
Attendees	Standing Attendees			
	WSHA		WSNA, SEIU, UFCW	
	<input checked="" type="checkbox"/>	Chelene Whiteaker	<input checked="" type="checkbox"/>	Cara Alderson
	<input checked="" type="checkbox"/>	Darcy Jaffe	<input checked="" type="checkbox"/>	David Keepnews
	<input checked="" type="checkbox"/>	Dino Johnson	<input type="checkbox"/>	Duncan Camacho
	<input checked="" type="checkbox"/>	Jennifer Burkhardt	<input checked="" type="checkbox"/>	Maureen Hatton
	<input type="checkbox"/>	Keri Nasenbeny	<input checked="" type="checkbox"/>	Tamara Ottenbreit
	<input checked="" type="checkbox"/>	Renee Rassilyer-Bomers	<input checked="" type="checkbox"/>	Vanessa Patricelli
	DOH		L&I	
	<input checked="" type="checkbox"/>	Tiffani Buck	<input checked="" type="checkbox"/>	Caitlin Gates
	<input checked="" type="checkbox"/>	Holli Erdahl	<input type="checkbox"/>	Lizzy Drown
	<input checked="" type="checkbox"/>	Ian Corbridge	<input checked="" type="checkbox"/>	Carl Backen
	<input checked="" type="checkbox"/>	Julie Tomaro		
	<input checked="" type="checkbox"/>	Kristina Buckley		
	Alternates and Other Attendees			
	Sara Arneson		Barbara Friesen	
	Bonnie Fryzlewicz- Alternate for Keri Nasenbeny		Michael Davis	
	Michelle Curry		Gena Ahlawat	
	Deena Costa		Dawn Marick – Alternate for Duncan	
	Megan Veith		Kara Yates	
	Jaqueline Mossakowski		Cory Briar	
	Jessica Bell		Gloria Brigham	
	Jaclyn Smedley		Holly Barnes	
Matthew Erlich		Toni Swenson		
Saba Tilahun		Jeannie Eylar		
Gloria Brigham		Ashlen Strong		

Agenda Item	Notes
Welcome and Roll Call	<ul style="list-style-type: none"> • Roll call

<p>Land and Labor Acknowledgement and Safety Topic</p>	<ul style="list-style-type: none"> • Boating Safety – don't drink and boat • Always wear a life jacket • Learn state boating laws • Watch for weather • Beware of boat propellers • Be courteous • Know what to do if someone goes overboard – turn off motor and propellers, focus on flotation, remain calm
<p>Approve Prior Meeting Minutes</p>	<ul style="list-style-type: none"> • Approved
<p>Updates and Follow Ups</p>	<ul style="list-style-type: none"> • Charter and Compliance Form <ul style="list-style-type: none"> ○ 82 of 94 charters received ○ Questions regarding charters – more to come ○ DOH and L&I collaborating on compliance form ○ DOH met with WSHA and offered to meet with unions regarding compliance form ○ Hospital deadline for policies in October – more to come on the impact this compliance form will have on them. • Direct Patient Care definitions <ul style="list-style-type: none"> ○ DOH and L&I – definitions differ by agency – one pager can be found on DOH and L&I webpages
<p>Innovative Models of Care</p>	<p>Deena Costa PhD, RN, FAAN</p> <ul style="list-style-type: none"> • Problem – 67 percent of surveyed nurses report intending to leave job within three years, increase in nurse turnover, decreased supply of nurses <ul style="list-style-type: none"> ○ Nurse-Physician collaboration ○ Leverage interprofessional collaboration on a large scale ○ Innovative care delivery models – co-created by bedside nurses and physicians • Solutions <ul style="list-style-type: none"> ○ Add more nurses <ul style="list-style-type: none"> ▪ Advantages – nurses ask for better ratios, may improve care, may improve environment ▪ Disadvantages – expensive, shorter supply of nurses ○ Reorganize nurses <ul style="list-style-type: none"> ▪ Focus on familiarity and continuity ▪ Team nursing/skill mix ▪ Network measures – coreness vs betweenness ▪ For every one core nurse added there was 22 percent lower odds of death and 21 percent for betweenness ○ Continuity of nursing teams <ul style="list-style-type: none"> ▪ Increased discontinuity is associated with worsening Rothman index/clinical deterioration ▪ Team nursing requires familiarity and continuity to be successful ▪ Advantages – can increase efficiency, existing resources, nurse preference, may not enhance diversity ▪ Disadvantages – requires rapid turnaround and interpretation, can take time to implement, etc.

	<ul style="list-style-type: none"> ○ Create new ways – innovate – Retention
DOH and L&I Complaint and Investigation Process	<div style="display: flex; align-items: flex-start;"> <div style="margin-right: 20px;"> <p>Two means of enforcement:</p> <ul style="list-style-type: none"> • Complaints • Self-reporting </div> <div style="border: 1px solid black; padding: 10px;"> <p style="text-align: center; margin-bottom: 0;">Complaint Process</p> <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg); font-weight: bold; font-size: small;">DOH Role</div> <div style="width: 90%; border: 1px solid gray; padding: 5px;"> <div style="display: flex; justify-content: space-between; align-items: center; border-bottom: 1px solid gray; margin-bottom: 5px;"> <div style="border: 1px solid gray; padding: 5px; width: 30%;">DOH receives staffing complaint</div> <div style="width: 40%; text-align: center; font-size: x-small;">→</div> <div style="border: 1px solid gray; padding: 5px; width: 30%;">DOH reviews complaint</div> </div> <div style="font-size: x-small; margin-bottom: 5px;">*if complaint includes staffing plan, shift-to-shift adjustments, meal and rest break, or overtime components....</div> <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="border: 1px solid gray; padding: 5px; width: 30%;">DOH shares complaint with L&I</div> <div style="width: 40%; text-align: center; font-size: x-small;">→</div> </div> </div> <div style="display: flex; justify-content: space-between; align-items: center; border-bottom: 1px solid gray; margin-bottom: 5px;"> <div style="border: 1px solid gray; padding: 5px; width: 30%;">L&I reviews complaint</div> <div style="width: 40%; text-align: center; font-size: x-small;">→</div> <div style="border: 1px solid gray; padding: 5px; width: 30%;">L&I investigates</div> </div> <div style="font-size: x-small; margin-bottom: 5px;">*if complaint meets criteria...</div> <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="border: 1px solid gray; padding: 5px; width: 30%;">L&I makes a determination</div> <div style="width: 40%; text-align: center; font-size: x-small;">→</div> </div> </div> </div> <div style="margin-top: 10px;"> <p style="text-align: center; margin-bottom: 0;">Self Report Process</p> <div style="display: flex; justify-content: space-between; align-items: center; border: 1px solid gray; padding: 5px;"> <div style="border: 1px solid gray; padding: 5px; width: 30%; font-size: x-small;">Hospital self-reports <80% compliance</div> <div style="width: 40%; text-align: center; font-size: x-small;">→</div> <div style="border: 1px solid gray; padding: 5px; width: 30%;">L&I requires Corrective Plan of Action</div> </div> <div style="display: flex; justify-content: space-between; align-items: center; border: 1px solid gray; padding: 5px; margin-top: 5px;"> <div style="border: 1px solid gray; padding: 5px; width: 30%;">Both agencies review and approve Corrective Plan of Action</div> <div style="width: 40%; text-align: center; font-size: x-small;">→</div> <div style="border: 1px solid gray; padding: 5px; width: 30%;">L&I monitors for compliance</div> </div> </div> </div>

- Complaint process roles for DOH and L&I
- Any patient safety concerns will fall under DOH, but complaints without patient safety concerns will fall under L&I
- L&I will be investigating compliance with staffing plan, DOH will oversee completion of staffing plan

Action Items	Assignment	Deadline
Determine if we can share DOH/L&I agreement with committee	L&I/DOH	Next meeting