

COVER PAGE

The following is the comprehensive hospital staffing plan for Mary Bridge Children's Hospital and Health Network submitted to the Washington State Department of Health in accordance with [Revised Code of Washington 70.41.420](#) for the year 2025 .

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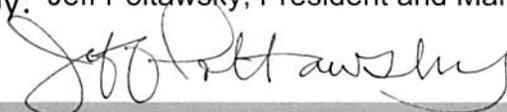
Hospital Staffing Form

Attestation

Date: 6/25/24

I, the undersigned with responsibility for Mary Bridge Children's Hospital at
attest that the attached hospital staffing plan and matrix are in
accordance with RCW 70.41.420 for 2025 , and includes all
units covered under our hospital license under RCW 70.41.

As approved by: Jeff Poltawsky, President and Market Leader



Hospital Information

Name of Hospital: Mary Bridge Children's Hospital and Health Network		
Hospital License #: HAC.FS.00000175		
Hospital Street Address: 317 MLK Jr Way		
City/Town: Tacoma	State: Wa	Zip code: 98405
Is this hospital license affiliated with more than one location?		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If "Yes" was selected, please provide the location name and address		Specialty Clinics 311 South L St, Tacoma WA. 98405 Specialty Clinics 316 MLK Jr Way, Tacoma, WA 98405 Specialty Clinics 1112 S. 6th Ave, Tacoma, WA 98405
Review Type:	<input checked="" type="checkbox"/> Annual	Review Date: 7/1/24
	<input type="checkbox"/> Update	Next Review Date: 7/1/25
Effective Date: 1/1/25		
Date Approved: 6/25/24		

Hospital Information Continued (Optional)

Factors Considered in the Development of the Hospital Staffing Plan (check all that apply):

- Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations

Description:

American Academy of Ambulatory Care Nursing-Ambulatory Scope and Standards
The American Nursing Association Principles of Safe Staffing:
- Access to high-quality nursing staff is critical to providing patients safe, reliable, and effective care to patients.
- 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 such as census, patient acuity, staff skill level, and patient care activities.
Society for Pediatric Nursing- SPN Position Statement "Safe Staffing for Pediatric Patients"
National Association of Neonatal Nurses- RN Staffing in the NICU Position Statement #3074
Emergency Nurses Association-Position statement: Staffing and productivity in the emergency care setting.
NDNQI-Data and measurable nurse sensitive indicators should help inform staffing plan.
American Society of Perianesthesia Nursing Standards Practice Recommendations (ASPAN) for nursing practice

- Terms of applicable collective bargaining agreement

Description:

Hospital ensure compliance with the WSNA 3 and UFCW 3000 Collective Bargaining Agreements.

- Relevant state and federal laws and rules including those regarding meal and rest breaks and use of overtime and on-call shifts

Description:

Hospital ensures staff are able to take meal and rest breaks as required by RCW 49.12.480.

- Hospital finances and resources

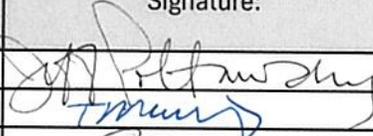
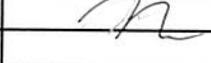
Description:

Mary Bridge Children's Hospital uses the Children's Hospital Association (CHA) benchmark database to compare to like pediatric hospitals across the United States. The hospital also uses Virtual PICU Systems, Vermont Oxford Network, Solutions for Patient Safety (SPS) and Safe and Reliable SCORE survey.

- Other

Description:

Signature

CEO & Co-chairs Name:	Signature:	Date:
Jeff Poltawsky		6/24/2024
Tina Mattingly RN		6/24/2024
Jodi Gragg RN		6/24/2024

Total Votes	
# of Approvals	# of Denials
13	1 No vote

Click [HERE](#) to access unit staffing matrices

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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Mary Bridge Emergency Department									
Unit/ Clinic Type:		Emergency Department and Trauma Center									
Unit/ Clinic Address:		317 MLK Jr Way, Tacoma, WA. 98405									
Average Daily Census:		160				Maximum # of Beds:		36			
Effective as of:		1-Jan-25									
# of Visits											
# of Visits	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
50	(7am-9am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(9am-11am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(11am-1pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(1pm-3pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(3pm-7pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(7pm-9pm)	12	4	0	0	0	1	0.96	0.00	0.00	

	(9pm-11pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	12.00
	(11pm-1am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(1am-3am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(3am-7am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
60	(7am-9am)	12	4	0	0	1	0.80	0.00	0.00	0.20	11.00
	(9am-11am)	12	4	0	0	1	0.80	0.00	0.00	0.20	
	(11am-1pm)	12	4	0	0	1	0.80	0.00	0.00	0.20	
	(1pm-3pm)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(3pm-7pm)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(7pm-9pm)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(9pm-11pm)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(11pm-1am)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(1am-3am)	12	4	0	0	1	0.80	0.00	0.00	0.20	
	(3am-7am)	12	4	0	0	1	0.80	0.00	0.00	0.20	
70	(7am-9am)	12	5	0	0	1	0.86	0.00	0.00	0.17	12.00
	(9am-11am)	12	5	0	0	1	0.86	0.00	0.00	0.17	
	(11am-1pm)	12	5	0	0	1	0.86	0.00	0.00	0.17	
	(1pm-3pm)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(3pm-7pm)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(7pm-9pm)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(9pm-11pm)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(11pm-1am)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(1am-3am)	12	5	0	0	1	0.86	0.00	0.00	0.17	
	(3am-7am)	12	5	0	0	1	0.86	0.00	0.00	0.17	
80	(7am-9am)	12	5	0	0	1	0.75	0.00	0.00	0.15	
	(9am-11am)	12	5	0	0	1	0.75	0.00	0.00	0.15	
	(11am-1pm)	12	6	0	0	1	0.90	0.00	0.00	0.15	
	(1pm-3pm)	12	7	0	0	2	1.05	0.00	0.00	0.30	
	(3pm-7pm)	12	7	0	0	2	1.05	0.00	0.00	0.30	
	(7pm-9pm)	12	7	0	0	2	1.05	0.00	0.00	0.30	
	(9pm-11pm)	12	7	0	0	2	1.05	0.00	0.00	0.30	
	(11pm-1am)	12	6	0	0	2	0.90	0.00	0.00	0.30	

	(1am-3am)	12	5	0	0	1	0.75	0.00	0.00	0.15	11.25
	(3am-7am)	12	5	0	0	1	0.75	0.00	0.00	0.15	
90	(7am-9am)	12	5	0	0	1	0.67	0.00	0.00	0.13	10.00
	(9am-11am)	12	5	0	0	1	0.67	0.00	0.00	0.13	
	(11am-1pm)	12	6	0	0	1	0.80	0.00	0.00	0.13	
	(1pm-3pm)	12	7	0	0	2	0.93	0.00	0.00	0.27	
	(3pm-7pm)	12	7	0	0	2	0.93	0.00	0.00	0.27	
	(7pm-9pm)	12	7	0	0	2	0.93	0.00	0.00	0.27	
	(9pm-11pm)	12	7	0	0	2	0.93	0.00	0.00	0.27	
	(11pm-1am)	12	6	0	0	2	0.80	0.00	0.00	0.27	
	(1am-3am)	12	5	0	0	1	0.67	0.00	0.00	0.13	
	(3am-7am)	12	5	0	0	1	0.67	0.00	0.00	0.13	
100	(7am-9am)	12	5	0	0	1	0.60	0.00	0.00	0.12	10.20
	(9am-11am)	12	5	0	0	1	0.60	0.00	0.00	0.12	
	(11am-1pm)	12	7	0	0	1	0.84	0.00	0.00	0.12	
	(1pm-3pm)	12	9	0	0	2	1.08	0.00	0.00	0.24	
	(3pm-7pm)	12	9	0	0	2	1.08	0.00	0.00	0.24	
	(7pm-9pm)	12	9	0	0	2	1.08	0.00	0.00	0.24	
	(9pm-11pm)	12	9	0	0	2	1.08	0.00	0.00	0.24	
	(11pm-1am)	12	7	0	0	2	0.84	0.00	0.00	0.24	
	(1am-3am)	12	5	0	0	1	0.60	0.00	0.00	0.12	
	(3am-7am)	12	5	0	0	1	0.60	0.00	0.00	0.12	
120	(7am-9am)	12	5	0	0	1	0.50	0.00	0.00	0.10	10.20
	(9am-11am)	12	6	0	0	1	0.60	0.00	0.00	0.10	
	(11am-1pm)	12	8	0	0	2	0.80	0.00	0.00	0.20	
	(1pm-3pm)	12	10	0	0	2	1.00	0.00	0.00	0.20	
	(3pm-7pm)	12	12	0	0	3	1.20	0.00	0.00	0.30	
	(7pm-9pm)	12	12	0	0	3	1.20	0.00	0.00	0.30	
	(9pm-11pm)	12	11	0	0	2	1.10	0.00	0.00	0.20	
	(11pm-1am)	12	9	0	0	1	0.90	0.00	0.00	0.10	
	(1am-3am)	12	7	0	0	1	0.70	0.00	0.00	0.10	
	(3am-7am)	12	5	0	0	1	0.50	0.00	0.00	0.10	

130	(7am-9am)	12	6	0	0	1	0.55	0.00	0.00	0.09	11.54
	(9am-11am)	12	7	0	0	1	0.65	0.00	0.00	0.09	
	(11am-1pm)	12	9	0	0	2	0.83	0.00	0.00	0.18	
	(1pm-3pm)	12	11	0	0	2	1.02	0.00	0.00	0.18	
	(3pm-7pm)	12	13	0	0	3	1.20	0.00	0.00	0.28	
	(7pm-9pm)	12	14	0	0	4	1.29	0.00	0.00	0.37	
	(9pm-11pm)	12	13	0	0	4	1.20	0.00	0.00	0.37	
	(11pm-1am)	12	11	0	0	3	1.02	0.00	0.00	0.28	
	(1am-3am)	12	9	0	0	3	0.83	0.00	0.00	0.28	
	(3am-7am)	12	7	0	0	2	0.65	0.00	0.00	0.18	
140	(7am-9am)	12	7	0	0	2	0.60	0.00	0.00	#REF!	#REF!
	(9am-11am)	12	8	0	0	2	0.69	0.00	0.00	#REF!	
	(11am-1pm)	12	10	0	0	2	0.86	0.00	0.00	#REF!	
	(1pm-3pm)	12	12	0	0	2	1.03	0.00	0.00	#REF!	
	(3pm-7pm)	12	14	0	0	3	1.20	0.00	0.00	#REF!	
	(7pm-9pm)	12	14	0	0	3	1.20	0.00	0.00	#REF!	
	(9pm-11pm)	12	13	0	0	3	1.11	0.00	0.00	#REF!	
	(11pm-1am)	12	11	0	0	3	0.94	0.00	0.00	#REF!	
	(1am-3am)	12	9	0	0	3	0.77	0.00	0.00	#REF!	
	(3am-7am)	12	7	0	0	2	0.60	0.00	0.00	#REF!	
150	(7am-9am)	12	7	0	0	2	0.56	0.00	0.00	0.16	10.80
	(9am-11am)	12	9	0	0	2	0.72	0.00	0.00	0.16	
	(11am-1pm)	12	11	0	0	2	0.88	0.00	0.00	0.16	
	(1pm-3pm)	12	13	0	0	2	1.04	0.00	0.00	0.16	
	(3pm-7pm)	12	15	0	0	3	1.20	0.00	0.00	0.24	
	(7pm-9pm)	12	15	0	0	3	1.20	0.00	0.00	0.24	
	(9pm-11pm)	12	13	0	0	3	1.04	0.00	0.00	0.24	
	(11pm-1am)	12	11	0	0	3	0.88	0.00	0.00	0.24	
	(1am-3am)	12	9	0	0	3	0.72	0.00	0.00	0.24	
	(3am-7am)	12	7	0	0	2	0.56	0.00	0.00	0.16	
	(7am-9am)	12	7	0	0	2	0.53	0.00	0.00	0.15	
	(9am-11am)	12	9	0	0	2	0.68	0.00	0.00	0.15	

160	(11am-1pm)	12	12	0	0	3	0.90	0.00	0.00	0.23	10.58
	(1pm-3pm)	12	14	0	0	3	1.05	0.00	0.00	0.23	
	(3pm-7pm)	12	16	0	0	4	1.20	0.00	0.00	0.30	
	(7pm-9pm)	12	16	0	0	4	1.20	0.00	0.00	0.30	
	(9pm-11pm)	12	14	0	0	0	1.05	0.00	0.00	0.00	
	(11pm-1am)	12	11	0	0	3	0.83	0.00	0.00	0.23	
	(1am-3am)	12	9	0	0	3	0.68	0.00	0.00	0.23	
	(3am-7am)	12	7	0	0	2	0.53	0.00	0.00	0.15	
170	(7am-9am)	12	8	0	0	2	0.56	0.00	0.00	0.14	10.80
	(9am-11am)	12	10	0	0	0	0.71	0.00	0.00	0.00	
	(11am-1pm)	12	13	0	0	3	0.92	0.00	0.00	0.21	
	(1pm-3pm)	12	15	0	0	3	1.06	0.00	0.00	0.21	
	(3pm-7pm)	12	17	0	0	4	1.20	0.00	0.00	0.28	
	(7pm-9pm)	12	17	0	0	4	1.20	0.00	0.00	0.28	
	(9pm-11pm)	12	15	0	0	4	1.06	0.00	0.00	0.28	
	(11pm-1am)	12	12	0	0	3	0.85	0.00	0.00	0.21	
	(1am-3am)	12	10	0	0	3	0.71	0.00	0.00	0.21	
	(3am-7am)	12	8	0	0	2	0.56	0.00	0.00	0.14	
180	(7am-9am)	12	8	0	0	2	0.53	0.00	0.00	0.13	11.00
	(9am-11am)	12	10	0	0	2	0.67	0.00	0.00	0.13	
	(11am-1pm)	12	13	0	0	3	0.87	0.00	0.00	0.20	
	(1pm-3pm)	12	16	0	0	3	1.07	0.00	0.00	0.20	
	(3pm-7pm)	12	18	0	0	4	1.20	0.00	0.00	0.27	
	(7pm-9pm)	12	18	0	0	5	1.20	0.00	0.00	0.33	
	(9pm-11pm)	12	16	0	0	5	1.07	0.00	0.00	0.33	
	(11pm-1am)	12	13	0	0	4	0.87	0.00	0.00	0.27	
	(1am-3am)	12	10	0	0	4	0.67	0.00	0.00	0.27	
	(3am-7am)	12	8	0	0	3	0.53	0.00	0.00	0.20	
	(7am-9am)	12	8	0	0	2	0.51	0.00	0.00	0.13	
	(9am-11am)	12	11	0	0	2	0.69	0.00	0.00	0.13	
	(11am-1pm)	12	15	0	0	3	0.95	0.00	0.00	0.19	
	(1pm-3pm)	12	17	0	0	3	1.07	0.00	0.00	0.19	



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MB Emergency Department

Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
LPN		X		
PCT	X	X	X	X
Provider	X	X	X	X
PAT	X	X	X	X
EVS	X	X	X	X
Child Life	X	X		X
Social Work	X	X		X
Security	X	X		X
Respiratory Therapy	X	X		X
Pharmacist		X		X
Chaplain	X			

Unit Information

Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- Activity such as patient admissions, discharges, and transfers

Description:

The Mary Bridge Emergency department is staffed with clinical RN's and supportive staff who are responsible for patient admission, discharges, and tranfers in their patient assignment following the EMTALA federal law.

- Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description:

The MB Emergency department core staffing as called out in the staffing matrix covers the average daily census. The core staffing number changes as our daily census increases or decreases based on the fluctuation of needs in the community. The MB Emergency department core staffing model is based on the budgeted average daily cnesus and staffing leveles are staggered to mirror the patient arrival trends and average patient lenght of stay. The RN and direct care tech support staff hours are flexed up and/or down based on the patient census and acuity. Staffing levels are increased on selected shfits, days, and /or time periods, based on historical data trends and current need.

Skill mix

Description:

In house Pediatric Emergency Medicine providers and other licensed independent practitioners provide 24 hour medical care. All MB emergency department Clinical Assistant Nurse Managers, RN's and LPN's are required to have pediatric advanced lifesupport certification within 90 days of employment and Trauma nurse core curriculum course within 1 year after completing orientation. Additional patient hands on support staff may include Emergency Services technician and/or patient care technicians.

Level of experience of nursing and patient care staff

Description:

Active Registered Nurse License in Washington State or multi-state licensure endorsement.
BLS certification, PALS within 90 days of hire, and TNCC after 1 year of working in the pediatric emergency department.

Need for specialized or intensive equipment

Description:

None

- Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

Mary Bridge Emergency Department is a 36 bed Joint Commission accredited Pediatric Emergency Department. The 36 beds are comprised of 30 general treatment rooms, 2 resuscitation rooms, and 4 Rapid treatment beds. Mary Bridge Emergency Department is the Washington State designated Pediatric Level 2 Trauma Center for Southwest Washington. The Emergency department has 6 nursing stations, 3 medication preparation areas, and 3 store rooms for equipment supplies.

- Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Infusion and Specialty Services				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		317 Martin Luther King Jr. Way, Tacoma, WA, 98405				
Effective as of:		1-Jan-25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	0
	Tuesday	8	1	0	0	0
	Wednesday	8	1	0	0	0
	Thursday	8	1	0	0	0
	Friday	8	1	0	0	0
	Saturday	8	1	0	0	0
	Sunday	8	1	0	0	0



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MB Infusion and Specialty Services Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Pharmacist	X			
Courier	X			
Dietitian	X			
Enteral Nutrition Care Coordinator	X			
RN Case Manager	X			
Reimbursement Representative	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: Home IV services including home infusion parenteral pharmacy and home infusion nursing including intermittent home health transition to home for infants and pediatric patients, lab draws, vascular access device and site maintenance, and phototherapy for newborn jaundice. Nutritional and enteral therapies as well as consultation with clinicians including Registered Dietitians, Nurses and Pharmacists. DME (durable medical equipment), enteral and infusion pump training, maintenance and troubleshooting.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: MBISS provides home services for pediatric patients ages birth through 18 years, until a patient turns 21 if referred by a pediatric practitioner. Exceptions are on a case-by-case basis. MBISS offers quality care to pediatric patients in Pierce, King, Thurston, Kitsap, Grays Harbor, Lewis and Mason Counties.

Compassionate care is provided to our diverse community regardless of gender, nationality, race, faith, life style/sexual orientation, disability, type of diagnosis, language or other potential barriers to communication. Interpreters are available and readily accessed through the MultiCare Health System Telecommunications Department. MBISS provides the same standard of care to all patients, individualized in the form of frequency and duration of visits, as well as education specific to patient/caregiver need identified through ongoing assessment by members of the team.

Skill mix

Description: Implanted Port Access, Maintenance and Care, Implanted Port Heparinizing and Deaccess, Tunneled Central Venous Catheter (including PICC) Dressing Change, CVC Blood Draw, CVC Flush, CVC Removal, PIV Placement (including heel site selection), Clinical Bag Technique, Biologic Therapy, Hydration Therapy, Infinity Enteral Pump, Joey Enteral Pump, MOOG Infusion Pump, ESP Syringe Pm

Level of experience of nursing and patient care staff

Description: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire; RN with 25+ years of service may be considered in lieu of education agreement, Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred, Washington State Registered Nurse license (R, PEARS certification as indicated by unit specific expectation, Current BLS level CPR certification, Pediatric experience strongly preferred, Minimum one (1) year acute care experience preferred, Previous IV therapy experience preferred, Central line experience preferred

Need for specialized or intensive equipment

Description: Infusions and Enteral feeds

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: Work in the home

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Palliative Care Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		316 Martin Luther King Jr. Way, Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	1
	Tuesday	8	1	0	0	1
	Wednesday	8	1	0	0	1
	Thursday	8	1	0	0	1
	Friday	8	1	0	0	1



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MB Palliative Care Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physician	X			
Social Worker	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description:
0-18 years of age served. Occasionally a young adult may be scheduled if that patient is followed in the Mary Bridge Specialty Clinics for a childhood diagnosis requiring specialists who are available here.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description:
Palliative Care clinic sees seriously ill children and their families/caregivers for support through medical decision making, care team collaboration, goals of care, and improving quality of life. This service is consultative only and does not include medication administration, point of care testing, or medical procedures.

Skill mix

Description:
In accordance with regulatory requirements, all staff participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in the Learning Management System. All staff are BLS Certified and the RNs are PEARS certified.

Level of experience of nursing and patient care staff

Description:

RN: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)
Current BLS Certification required

Need for specialized or intensive equipment

Description: N/A

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

Consult room, physician office, staff workroom (RN care manager and social worker)

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Pediatrics ENT Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		316 Martin Luther King Jr. Way, Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	2
	Tuesday	8	1	0	0	2
	Wednesday	8	1	0	0	2
	Thursday	8	1	0	0	2
	Friday	8	1	0	0	2



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MB ENT Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Office Coordinator	X			
Medical Receptionist	X			
Child Life (on call)	X			
Social Worker (on call)	X			
Audiologist	X			
Dietician	X			
X-ray Tech	X			
Speech	X			
Case Manager	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: At the Mary Bridge Ear Nose and Throat (ENT) clinic, we provide comprehensive ear, nose, and throat care for children with a variety of conditions. Referrals to the clinic are received internal and external, community providers, providers within Mary Bridge Children’s Hospital and Health Center, and MultiCare Health System at large, the Emergency Department, or as a follow-up to an inpatient admission. If a patient requires immediate admission to the hospital, this will be arranged through the inpatient nursing supervisor. The family will be escorted to Mary Bridge Hospital. If the condition of the patient requires stabilization, the patient will be escorted to the Emergency Department for further evaluation and disposition. Patients are discharged from service to their primary care provider when the specialty provider deems no further specialty treatment is necessary.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: Common Treatments/Procedures/Activities: Nasal Endoscopy, Ear suctioning, Diagnostic laryngoscopy, Ear and nose cultures, Hearing evaluations, Removal of foreign bodies (ear and nose), Impacted cerumen removal For the once a month Aero Digestive clinic: This comprehensive team provides pre-visit review of medical records, coordinated ancillary testing if needed, combined multi-specialty procedures, intense-focus multidisciplinary appointments, coordinated communication with primary care providers, focus on quality outcome for patients with complex health problems.

Skill mix

Description: In accordance with regulatory requirements, all staff will participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee’s personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in the Workday learning system.

Level of experience of nursing and patient care staff

Description:

RN: Bachelor's degree in Nursing, or obtained within five (5) years from the initial date of hire; RN with 15+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)
Current BLS Certification and PEARS required
Certification in specialty area preferred
One (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment

Description: Microscopes, Endoscopes, Audio Booths

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: Vitals Room, Exam Rooms, Procedure Rooms, Audiology Booth.

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Neurology Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		1112 S 6th Ave, Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	2	0	0	1
	Tuesday	8	2	0	0	1
	Wednesday	8	2	0	0	1
	Thursday	8	2	0	0	1
	Friday	8	2	0	0	1



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Neurology Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physicians	X	X	X	X
Medical Assistants	X			
Medical Receptionists	X			

Unit Information

Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

Activity such as patient admissions, discharges, and transfers

Description:
 Referrals to the clinic are received from community / regional providers, providers within Mary Bridge Children's Hospital and Health Center, MultiCare Health System at large, Emergency Departments, or as a follow-up to an inpatient admission.
 If a patient requires immediate admission to the hospital, this will be arranged through the inpatient nursing supervisor. The patient and family will be escorted to Mary Bridge Hospital. If the condition of the patient requires stabilization, the patient will be escorted to the Emergency Department for further evaluation and disposition.
 Patients are discharged from service to their primary care provider when the specialty provider deems no further specialty treatment is necessary.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description:
 Patients up to 18 years of age are served. Occasionally a young adult may be scheduled if that patient is followed in the Mary Bridge Specialty Clinics for a childhood diagnosis requiring specialists who are available here.

 Common diagnoses: Epilepsy and other seizure disorders Peripheral nerve disorders (Erb's Palsy, Bell's Palsy) Headaches / Migraines Neurocutaneous Syndromes Cerebral Palsy and Spasticity Congenital Nervous System Disorders Developmental Delays Neurometabolic Disorders Sleep Disorders Vertigo and dizziness Muscular Dystrophies and other neuromuscular disorders Autism and other communication disorders ADHD / ADD and other neurologically based learning disorders Concussion / Head injury Tourette Syndrome and other movement disorders POTS Hydrocephalus Chiari Malformation

Skill mix

Description:
 Physicians
 Registered Nurses
 Medical Assistants
 Medical Receptionists

Level of experience of nursing and patient care staff

Description:
Consideration for staff still in orientation vs. those fully checked off.
Availability of charge RN / lead MA / office coordinator
Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire; RN with 25+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Washington State Registered Nurse license (RN)
Current Health Care Provider level CPR certification required
ACLS or NALS or PALS or TNCC or NRP certification, as required by facility or department
Certification in specialty area preferred

Need for specialized or intensive equipment

Description: N/A

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: N/A

Other

Description: N/A



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Physical Medicine and Rehabilitation Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		316 Martin Luther King Jr. Way, Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	1
	Tuesday	8	1	0	0	1
	Wednesday	8	1	0	0	1
	Thursday	8	1	0	0	1
	Friday	8	1	0	0	1

Level of experience of nursing and patient care staff

Description:

RN: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)
Current BLS Certification and PEARS required

MA: Medical Assistant Certification, RQI/BLS

Need for specialized or intensive equipment

Description:

Hoyer lift for safe patient transfer

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

7 shared standard exam rooms (routine exams, immunizations, IM antibiotic injection, wart removal, ear cleaning, and care plan consulting), 1 complex care exam room (larger in size than the standard exam rooms to accommodate complex patients with wheelchairs, equipment, or gurneys, etc.), reception area (check in/checkout services), waiting room (provides up to 13 seats for patients and family), clean supply room (medical supplies and clean linen storage), med room, soiled linen room

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Complex Pediatric Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	1
	Tuesday	8	1	0	0	1
	Wednesday	8	1	0	0	1
	Thursday	8	1	0	0	1
	Friday	8	1	0	0	1

Level of experience of nursing and patient care staff

Description:

RN: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)
Current BLS Certification and PEARS required

MA: Medical Assistant Certification, RQI/BLS

Need for specialized or intensive equipment

Description:

Hoyer lift for safe patient transfer

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

7 shared standard exam rooms (routine exams, immunizations, IM antibiotic injection, wart removal, ear cleaning, and care plan consulting), 1 complex care exam room (larger in size than the standard exam rooms to accommodate complex patients with wheelchairs, equipment, or gurneys, etc.), reception area (check in/checkout services), waiting room (provides up to 13 seats for patients and family), clean supply room (medical supplies and clean linen storage), med room (vaccine refrigerator and freezer, medications), Soiled linen/POCT room (soiled linen, point of care tests)

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Developmental Pediatrics Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		316 Martin Luther King Jr. Way, Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	1
	Tuesday	8	1	0	0	1
	Wednesday	8	1	0	0	1
	Thursday	8	1	0	0	1
	Friday	8	1	0	0	1



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MB Developmental Pediatric Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physician	X			
ARNP	X			
Medical Receptionist	X			
Call Center Associate	X			
Social Worker	X			
RN Nurse Navigator	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: Our clinicians provide outpatient diagnostic evaluations of children with intellectual disabilities, developmental delays and suspected autism spectrum disorder. This is a medical consultation service that provides diagnostic evaluation; recommendations for follow up care and coordination of appropriate resources for patient and family. Telehealth appointments are available.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: The Developmental Behavioral Pediatrics (DBP) clinic provides medically focused evaluation of suspected autism spectrum disorder, intellectual disability and documented developmental delay.

Skill mix

Description: In accordance with regulatory requirements, all staff participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in the Learning Management System. All staff are BLS Certified and the RNs and RTs are PEARS certified.

Level of experience of nursing and patient care staff

Description:

RN: Bachelor's degree in Nursing, or obtained within five (5) years from the initial date of hire; RN with 15+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)
Current BLS Certification and PEARS required
Certification in specialty area preferred
One (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment

Description: NA

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

7 Standard Exam rooms (shared) - Routine exams, ADOS administration, and care plan consulting
1 Shared office - Provider office space with four workstations
1 Support Team area - four workstations for clinical staff
1 Staff breakroom - Small area for staff breaks and meals
1 Reception area - Check in/Checkout services
1 Waiting room - Provide up to 13 seats for patients and family
Clean supply room - Storage for medical supplies, fresh clean linens, sterile supplies and instruments
Soiled utility room - Cleansing/disinfection

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Genetics Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	1
	Tuesday	8	0	0	0	1
	Wednesday	8	0	0	0	1
	Thursday	8	1	0	0	1
	Friday	8	1	0	0	1

Level of experience of nursing and patient care staff

Description: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire; RN with 25+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Washington State Registered Nurse license (RN)
Current Health Care Provider level CPR certification required
ACLS or NALS or PALS or TNCC or NRP certification, as required by facility or department
Certification in specialty area preferred
Minimum one (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment

Description: N/A

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: N/A

Other

Description: N/A



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Rheumatology Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	1
	Tuesday	8	1	0	0	1
	Wednesday	8	1	0	0	1
	Thursday	8	1	0	0	1
	Friday	8	1	0	0	1



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Rheumatology Clinic Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Medical Assistant	X			
Registered Nurse	X			
Physician	X			
Social Worker (shared)	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: Referrals to the clinic are received from community providers, providers within Mary Bridge Children's Hospital and Health Center, and MultiCare Health System at large, the Emergency Department, or as a follow-up to an inpatient admission.
 If a patient requires immediate admission to the hospital, this will be arranged through the inpatient nursing supervisor. The patient and family will be escorted to Mary Bridge Hospital. If the condition of the patient requires stabilization, the patient will be escorted to the Emergency Department for further evaluation and disposition.
 Patients are discharged from service to their primary care provider when the specialty provider deems no further specialty treatment is necessary.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: Patients up to 18 years of age are served. Occasionally a young adult may be scheduled if that patient is followed in the Mary Bridge Specialty Clinics for a childhood diagnosis requiring specialists who are available here.
Common Diagnoses: Juvenile idiopathic arthritis (including Oligoarticular, Polyarticular and Systemic forms), Juvenile ankylosing, Spondylitis and other spondyloarthropathies, Uveitis (idiopathic and arthritis-associated), in conjunction with Ophthalmology, Juvenile forms of systemic lupus erythematosus and other localized forms of lupus (discoid lupus), Juvenile dermatomyositis
 Vasculitis (including HSP, Kawasaki's, ANCA-associated: Granulomatous polyangiitis and microscopic polyangiitis, and PAN - Polyarteritis Nodosa), Juvenile forms of limited/localized and systemic scleroderma, Juvenile Hypermobility if associated with joint pain, Raynaud's Phenomenon, Periodic fever syndromes
Common Treatments/Procedures/Activities: Arthrocentesis and steroid joint injections, PT/OT, Medications: Non-steroidal anti-inflammatory medications, Steroids (po, IV, intraarticular), DMARDs (Disease Modifying Anti-Rheumatic Drugs) such as Methotrexate and, Hydroxychloroquine, IVIG, Biologic Medications (IV and SQ) such as Etanercept, Infliximab, Adalimumab, Tocilizumab, Abatacept, Immunosuppressants - such as Mycophenolate mofetil, azathioprine, cyclosporine

Skill mix

Description: Staffing in this clinic includes one Medical Assistant (1.0 FTE), one Registered Nurse (0.8 FTE), and one Physician (0.8 FTE). A Social Worker is available when assistance is requested by the clinic. In accordance with regulatory requirements, all staff will participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification's are tracked in the Learning Management System.

Level of experience of nursing and patient care staff

Description: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire; RN with 25+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Washington State Registered Nurse license (RN)
Current Health Care Provider level CPR certification required
ACLS or NALS or PALS or TNCC or NRP certification, as required by facility or department
Certification in specialty area preferred
Minimum one (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment

Description:

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: Exam rooms

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Orthopedic Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	3
	Tuesday	8	1	0	0	3
	Wednesday	8	1	0	0	3
	Thursday	8	1	0	0	3
	Friday	8	1	0	0	3



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MB Orthopedic Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Orthopedic Surgeon	X	X	X	X
Physician Assistant	X	X	X	X
Advanced Registered Nurse Practitioner	X	X	X	X
Medical Assistant	X			
Surgery Schedulers	X			
Front Office Coordinator	X			
Medical Receptionist	X			
Child Life	X			
Xray Technition	X			

Unit Information

Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

Activity such as patient admissions, discharges, and transfers

Description: The purpose of the Orthopedic Clinic is to provide specialty orthopedic services to children in our region. The clinic serves as a referral center for diagnosis, treatment and follow-up of many orthopedic conditions. Patients come to this clinic for medical evaluation and follow-up. The Physician Medical Director and Nurse Manager serve as the health care team leaders in this clinic. Referrals to the clinic are received from self-referrals, community providers, providers within Mary Bridge Children's Hospital and Health Center, and MultiCare Health System at large, the Emergency Department, or as a follow-up to an inpatient admission. If a patient requires immediate admission to the hospital, this will be arranged through the inpatient nursing supervisor. The patient and family will be escorted to Mary Bridge Hospital. If the condition of the patient requires stabilization, the patient will be escorted to the Emergency Department for further evaluation and disposition. Patients are discharged from service to their primary care provider when the specialty provider deems further specialty treatment is no longer necessary.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: Patients 0-18 years of age are typically served. Occasionally a young adult may be scheduled if that patient is followed in the Mary Bridge Specialty Clinics for a childhood diagnosis requiring specialists who are available here.

Skill mix

Description: Orthopedic Surgeons, Physician Assistants, Advanced Registered Nurse Practitioners, Orthopedic Technicians, Registered Nurses, Medical Assistants, Surgery Schedulers, Front Office Coordinators, Medical Receptionist, Xray Techs, Child Life, Orthotics, Social Work. Specifically: 5 Physicians
 6 Physician Assistants/Advanced Registered Nurse Practitioners
 5 Orthopedic Technicians
 4 Registered Nurses
 5-9 Medical Assistants
 2 Front Office Coordinator
 2 Surgery Scheduler

Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in the Learning Management System. RQI (BLS) is required on a quarterly basis.

Description: In accordance with regulatory requirements, all staff will participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in the Learning Management System. RQI (BLS) is required on a quarterly basis.

Description: Xray, cast saws, hoier lift

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: Patient rooms near xraysuite, treatment room near exit door, workroom near patient rooms, hoier lift in treatment room

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Gastroenterology, Hepatology and Nutrition Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	2	0	0	1
	Tuesday	8	2	0	0	1
	Wednesday	8	2	0	0	1
	Thursday	8	2	0	0	1
	Friday	8	2	0	0	1



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MB Gastroenterology, Hepatology and Nutrition Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physician	X	OC	OC	OC
ARNP- Outpatient	X			
ARNP-Inpatient	X			
Registered Dieticians	X			
Office Coordinator	X			
Access Center (shared resource)	X			
Medical Receptionist (shared resource)	X			
Social Worker (shared resource)	X			
Radiology techs (xrays)	X			
Transfer Center (shared resource)	X	X	X	X
Referral Services (shared resource)	X			
Interpreter Services (in-person and virtual)	X	X	X	X
Clinic Nurse Manager	X	OC	OC	OC
	X	X	X	X
Mary Bridge Home Infusion	X	OC	OC	OC
Lab techs and phlebotomists (shared)	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description:

The Pediatric Gastrointestinal Clinic provides consultation, diagnosis and treatment of gastrointestinal diseases in the pediatric population. Patients 0-17 years of age are served. Occasionally a young adult may be scheduled if that patient is an established Mary Bridge patient currently followed by the Mary Bridge Gastroenterology, Hepatology and Nutrition clinic for a childhood diagnosis best served by a Pediatric Gastroenterologist or while the patient is transitioning to an adult service.

(see below for discharge and transfer)

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description:

Referrals to the clinic are received from self-referrals, community providers, providers within Mary Bridge Children's Hospital and Health Center, and MultiCare Health System at large, Urgent Care, the Emergency Department, or as a follow-up to an inpatient admission. If a patient requires immediate admission to the hospital, this will be arranged through the Mary Bridge Transfer Center in collaboration with the Mary Bridge inpatient nursing supervisor. If the condition of the patient requires stabilization in the clinic, staff will begin BLS and call 911. The patient will be transported to the Mary Bridge Emergency Department escorted to the Emergency Department for further evaluation and disposition. Patients are discharged from service to their primary care provider when the specialty provider deems no further specialty treatment is necessary.

Common diagnoses include but are not limited to the following: Abdominal pain, biliary disease, celiac disease, cholangitis, constipation, Crohn's disease, diarrhea, dysphagia, encoporesis, failure to thrive, feeding difficulties, gastroesophageal reflux, hematemesis, hematochezia, hepatitis, irritable bowel syndrome, motility disorder, non-alcoholic fatty liver disease, obesity, poor weight gain, portal hypertension, ulcerative colitis and vomiting.

Skill mix

Description: **Minimum staffing applies on weekdays when the clinic is not closed due to a holiday or emergency situation**

A minimum of one Licensed Independent Practitioner, one MA and one RN is required to provide in-person clinic appointment services. A second RN is required to provide services through MyChart and Telephone encounters, as well as case management duties that prevent delays in treatment (example- prior authorizations for specialty medications). RNs participate in nursing assessments, coordination of complex patient care, patient and family education and skills training, feeding tube replacement, coordination of the video capsule endoscopy and patency capsules and triage of incoming patient calls or messages.

Multidisciplinary team involvement is utilized as required and includes: Pediatric Gastroenterologists, Advanced Registered Nurse Practitioner (ARNP), Registered Dieticians (RD), Registered Nurses (RN), Medical Assistants (MA), Social Workers (SW), and Child Life Therapists. Other specialists are available on a consultative basis.

Level of experience of nursing and patient care staff

Description:

In accordance with regulatory requirements, all staff participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in Workday Learning System. All staff are BLS Certified and the RNs and RTs are PEARS certified.

Need for specialized or intensive equipment

Description:

Video Capsule Endoscopy (PillCam software)

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

The Gastroenterology, Hepatology and Nutrition Clinic provides services on the third floor of the Mary Bridge Children's Health Center. Office hours are typically 0900-1700.

Upon entrance into the clinic, a height and weight are obtained at the MA intake work station.

Care delivery continues in patient exam rooms (22 shared with other specialties).

Video Visits with an RD, ARNP or MD take place in either the exam room or office space.

RNs and RDs interact with patients and families in exam rooms and via the telephone or computer in the centralized RN and RD work rooms.

Physician and clinic coordinator offices are located throughout the floor.

Procedures such as granulation tissue cauterization or feeding tube replacement take place in the same exam room.

Any necessary medication preparation takes place in the clean utility in a designated prep space.

Description:

Professional Standards and competencies are in accordance with the following specialty organizations:

American Academy of Pediatrics (AAP)

American Nurses Association (ANA)

American Association of Ambulatory Care Nursing (AAACN)

American Association of Medical Assistants (AAMA)

The Joint Commission (TJC)

National Association of Pediatric Nurse Practitioners (NAPNAP)

North American Society for Pediatric Gastroenterology, Hepatology and Nutrition (NASPGHAN)

Association of Pediatric Gastroenterology and Nutrition Nurses (APGNN)



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Pediatric Respiratory Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	0
	Tuesday	8	1	0	0	0
	Wednesday	8	1	0	0	0
	Thursday	8	1	0	0	0
	Friday	8	1	0	0	0



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MB Respiratory Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physician/APP	X			
Medical Receptionist (Shared)	X			
RT	X			
Registered Dietician (Shared)	X			
Call Center (Shared)	X			
Social Worker (Shared)	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: The Respiratory clinic provides sub-specialty care in pediatric respiratory diseases, and respiratory related sleep disorders. The staff conducts and/or interprets a range of procedures to include, but not limited to skin testing for hypersensitivity, pulmonary function testing, rhinolaryngoscopy, bronchoscopy, multiple radiographic and laboratory evaluations, and sleep studies. Patients 0-18 years of age are served. Occasionally a young adult may be scheduled if that patient is followed in the Mary Bridge Specialty Clinics for a childhood diagnosis requiring specialists who are available.

Minimum staffing applies when clinic is open and seeing patients.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: Common Diagnosis include allergic rhinitis, sleep disorders, immunodeficiencies, Cystic Fibrosis, chronic lung disease and asthma. The Respiratory Clinic manages bronchopulmonary dysplasia, asthma, chronic cough, chronic respiratory diseases including airway abnormalities, oxygen dependency and children requiring tracheostomy tubes and mechanical ventilation.

Skill mix

Description: In accordance with regulatory requirements, all staff participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in Workday Learning System. All staff are BLS Certified and the RNs and RTs are PEARS certified.

Level of experience of nursing and patient care staff

Description: RN: Bachelor's degree in Nursing, or obtained within five (5) years from the initial date of hire; RN with 15+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)
Current BLS Certification and PEARS required
Certification in specialty area preferred
One (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment

Description: Nebulizers, Spirometry, Allergy testing, oximetry.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: Exam rooms.

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Pediatric Endocrine Clinic					
Unit/ Clinic Type:	Ambulatory					
Unit/ Clinic Address:	311 S L St., Tacoma, WA, 98405					
Effective as of:	1/1/25					
Day of the week						
Please select metric type	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	0
	Tuesday	8	1	0	0	0
	Wednesday	8	1	0	0	0
	Thursday	8	1	0	0	0
	Friday	8	1	0	0	0



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MB Endocrine Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Medical Receptionist (Shared)	X			
Child Life On-call (Shared)	X			
Social Worker (Shared)	X			
Physician/APP	X			
Registered Dieticians (Shared)	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: The Endocrine/Diabetes Program provides a comprehensive approach to the assessment, diagnosis and management of children with endocrine or metabolic disorders. Education for the newly diagnosed patient with diabetes as well as ongoing education related to diabetes is coordinated by pediatric diabetes educators.

Education and case coordination of children with a variety of other endocrine diseases most commonly, but not limited to: the pituitary, thyroid, adrenal and gonadal glands

Minimum staffing applies when clinic is open and seeing patients.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: Some of the common diagnosis include but are not limited to the following endocrine disorders or concerns:

Adrenal gland, parathyroid gland, pituitary gland and thyroid gland disorders such as hypothyroidism, hyperthyroidism, panhypopituitarism, diabetes insipidus and thyroid cancer

Delayed or advanced growth to include short stature and growth hormone deficiency and weight loss

Gender health and transgender care

Bone mineralization and metabolic disorders such as neonatal hypocalcemia and osteoporosis

Glucose Metabolism disorders such as:

Type 1 diabetes

Type 2 diabetes

Pre-diabetes

Hypoglycemia, including neonatal hypglycemia

Puberty disorders and disorders of sexual development such as delayed puberty, precocious puberty, testicular and ovarian disease

Syndromes such as Klinefelter's syndrome and Turner's syndrome

Skill Mix Description: In accordance with regulatory requirements, all staff will participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in the Workday learning system.

Level of experience of nursing and patient care staff

Description: Description: RN: Bachelor's degree in Nursing, or obtained within five (5) years from the initial date of hire; RN with 15+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)
Current BLS Certification and PEARS required
Certification in specialty area preferred
One (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment

Description: n/a

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: Exam rooms

Other

Description:



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Surgical Services				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	2
	Tuesday	8	1	0	0	2
	Wednesday	8	1	0	0	2
	Thursday	8	1	0	0	2
	Friday	8	1	0	0	2



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MB Surgical Services Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Child Life	X			
Surgery Scheduler	X			
Social Worker	X			
Office Coordinator	X			
Medical Receptionist	X			
Pediatric General Surgeon	X	X	X	X
Advanced Registered Nurse Practitioner	X	X	X	X

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: The Pediatric Surgery Clinic provides evaluation and treatment of pediatric health problems, which may require surgical intervention and/or follow up. If a surgical procedure is scheduled and performed, the follow up care of this procedure is undertaken in the clinic. The specialty of Pediatric Surgery is defined on the following websites.

- <https://www.absurgery.org/default.jsp?aboutpediatricsurgerydefined>
- <https://www.healthychildren.org/English/family-life/health-management/pediatric-specialists/Pages/What-is-a-Pediatric-Surgeon.aspx>
- <https://www.ama-assn.org/specialty/pediatric-surgery-specialty-description>

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: Patients 0 - ≤ 17 years of age are served. Occasionally a young adult may be scheduled if that patient is followed in the Mary Bridge Specialty Clinics for a childhood diagnosis requiring specialists who are available here or for certain diagnoses if care was established prior to 18 years of age.

May include:

- Preoperative assessment, which may include history and physical, further lab work and diagnostic tests.
- Immediate and long term postoperative follow up, Nursing Assessment, Care Planning and Interventions, Patient and Family Education
- Preoperative Teaching, Discharge Teaching, Coordination of complex patient care, Patients 0 - ≤ 17 years of age are served.
- Occasionally a young adult may be scheduled if that patient is followed in the Mary Bridge Specialty Clinics for a childhood diagnosis requiring specialists who are available here or for certain diagnoses if care was established prior to 18 years of age.

PAG: Menstrual disorders (irregular, heavy, absent menses)

- Dysmenorrhea (menstrual cramps)
- Polycystic ovarian syndrome (PCOS)
- Ovarian cysts or adnexal masses
- Congenital anomalies of the female genital tract (vulva, hymen, vagina, cervix, uterus)
- Disorders of sexual development
- Endometriosis
- Chronic pelvic pain

Description:

Staff Mix: Copy Link: Pediatric Surgeon, Advanced Registered Nurse Practitioner, Registered Nurse, Medical Assistant / Surgery Scheduler, Office Coordinator, Staffing levels will be evaluated on a regular basis. Numbers of patients seen, acuity, procedures performed and numbers of providers using clinic will be included when determining staffing needs.

Wound/Ostomy Staffing: 2 Pediatric Advanced Registered Nurse Practitioners who are certified in wound/ostomy care; 1 Medical Assistant, 1 Registered Nurse (shared with surgery clinic).

Craniofacial Staffing: Patient care indicators, organizational outcomes and the quality of work life of the staff determine the foundation of an adequate

Craniofacial Staffing: Patient care indicators, organizational outcomes and the quality of work life of the staff determine the foundation of an adequate staffing plan. Normal Staffing: Minimal Staffing: 1 Physician 1 Physician 1 Registered Nurse 1 Registered Nurse
MFRB Staffing: Required Staffing per State Contract: Surgeon, Speech-Language Pathologist (SLP), Orthodontist
Care Coordinator

Description:

Description: : In accordance with regulatory requirements, all staff will participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in the Workday learning system.
Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire; RN with 25+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Washington State Registered Nurse license (RN)
Current Health Care Provider level CPR certification required
ACLS or NALS or PALS or TNCC or NRP certification, as required by facility or department
Certification in specialty area preferred
Minimum one (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment:

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:
Procedure room is near an exit, Staff workrooms need to be near patient exam rooms

Other

Description: Continued Services from above services.
Wound continued: Ostomies
Provide consultation and family education prior to surgery which includes stoma marking
Offer all postoperative care requirements for ostomy care needs to include obtaining DME supplies.
Important Aspects of Care:
Offer age appropriate care with a focus on dressing selection that will minimize the frequency of dressing changes as well as discomfort. Access to pediatric sedation should a more invasive wound care dressing or debridement is required. Also have access to our pediatric general surgeons as well as pediatric plastic surgery, pediatric orthopedic surgery, and pediatric neurosurgery should any surgical interventions be required.
Admission, Transfer, and Discharge Criteria:
Referrals to the clinic is received from self-referrals, community providers, providers within Mary Bridge Children's Hospital and Health Center, and MultiCare Health System at large, the Emergency Department, or as a follow-up to an inpatient admission.
Patients are discharged from service to their primary care provider when the specialty provider deems no further specialty treatment is necessary.
Craniofacial: Multidisciplinary team involvement is utilized as required and includes a Registered Nurse and a Physician. Other specialists are available on a consultative basis. Participation in the Southwest Washington Maxillofacial Review Board monthly meetings facilitates communication between disciplines involved in the care of cleft lip and palate.
Referrals to the clinic are received from self-referrals, community providers, providers within Mary Bridge Children's Hospital and Health Network, and MultiCare Health System at large, the Emergency Department, or as a follow-up to an inpatient admission.
If a patient requires immediate admission to the hospital, this will be arranged through the inpatient nursing supervisor. The patient and family will be escorted to Mary Bridge Hospital. If the condition of the patient requires stabilization, the patient will be escorted to the Emergency Department for further evaluation and disposition. Patients are discharged from service to their primary care provider when the specialty provider deems no further specialty treatment is necessary.
MFRB:
The Southwest Washington Maxillofacial Review Board (MFRB) utilizes an interdisciplinary team approach to coordinate family-centered, community-based care. As identified by the American Cleft Palate-Craniofacial Association, the principle role of the interdisciplinary team is to provide integrated case management, to assure quality and continuity of patient care and longitudinal follow-up.
The MFRB develops a comprehensive, individualized treatment plan for children with cleft lip/palate or other craniofacial anomalies.
The MFRB is partially grant funded by the Washington State Department of Health.. The most important aspect of care is the comprehensive assessment and treatment plan available to families. As recommended by the Cleft Lip and Palate Critical Elements of Care, patients with cleft lip/palate or other craniofacial anomalies are best cared for by an interdisciplinary team of specialists with experience in the field. An interdisciplinary cleft lip/palate team is needed because outcomes are in surgical, hearing, dental, psychosocial and cognitive domains.
Patient Population Served: Patients 0-21 years of age are served. We also serve the mother when she is pregnant, and the fetus has been identified as having a cleft lip and/or palate or other craniofacial anomaly.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		Pediatric Ambulatory Infusion				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	2	0	0	0
	Tuesday	8	2	0	0	0
	Wednesday	8	2	0	0	0
	Thursday	8	2	0	0	0
	Friday	8	2	0	0	0



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MB Pediatric Ambulatory Infusion Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Program Coordinator	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: The patients have a Mary Bridge credentialed physician who is responsible and available to provide the medical direction necessary to the PAI staff as it relates to patient care. All fluids and medications administered via intravenous, intrathecal, oral, subcutaneous, or intramuscular route require the consent of the patient or legal guardian and an MHS provider order.
 The patients treated in PAI will either be capable of participating in their own care or have the availability of a qualified caregiver who is willing to assume an appropriate level of responsibility for the patient's care if required. PAI takes patient referrals based on assessment of patient needs and the ability of the Infusion Clinic to meet those needs.
 Patients who meet the criteria for treatment in PAI must be evaluated for acceptance in collaboration with the provider, nurse, and/or pharmacist regarding the appropriateness of the referral for the infusion clinic. Due to the specific nature of certain services provided by PAI, patients may be required to meet

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: In general, patients 0-18 years of age are served in PAI. Existing patients will continue to be seen while they transition to adult services. The maximum age limit of existing patients seen in PAI is 21 years of age.
Common Diagnoses: Gastrointestinal Disorders, Genetic Enzyme Deficiencies, Hormone Disorders, Infectious Diseases, Iron Deficiency, Neurology Disorders, Rheumatology Disorders, Sickle Cell Anemia
Common Treatment/Procedures:
 Nursing Assessment, Care, and Interventions
Procedures: Blood and blood product administration, Central line access/flushing, Central line dressing care, Injection of medication into muscle and subcutaneous tissue, Intrathecal medication infusion, Intravenous medication administration including chemotherapy and biotherapy products

Skill mix

Description: The staff is comprised of Registered Nurses (RN) with specialized skill and knowledge in intravenous (IV) therapy for pediatric populations. A pharmacist from Mary Bridge pharmacy is responsible for the dispensing of medications to be administered in the Infusion Clinic. The MB RN Clinic Manager and Coordinator provide direct supervision of the staff and unit. In accordance with regulatory requirements, all staff will participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position-specific skills evaluations, and competency assessments to determine actual or real-life knowledge, and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The position specific skills checklist is kept in the employee's personnel folder. Annual Mandatory education and required certification is tracked in Workday.

Level of experience of nursing and patient care staff

Description: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire; RN with 25+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Washington State Registered Nurse license (RN)
Current Health Care Provider level CPR certification required
ACLS or NALS or PALS or TNCC or NRP certification, as required by facility or department
Certification in specialty area preferred
Minimum one (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment

Description: Infusions

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: 6 infusion rooms, one nursing station

Other

Description:



DOH 346-154

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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		MB Hematology Oncology Clinic				
Unit/ Clinic Type:		Ambulatory				
Unit/ Clinic Address:		311 S L St., Tacoma, WA, 98405				
Effective as of:		1/1/25				
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	4	0	0	1
	Tuesday	8	4	0	0	1
	Wednesday	8	4	0	0	1
	Thursday	8	4	0	0	1
	Friday	8	4	0	0	1



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MB Hematology Oncology Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physician	X	X	X	X
Nurse Practitioner	X			
Massage Therapist (shared)	X			
Medical Assistant	X			
Social Worker	X			
Registered Nurse Navigator	X			
Program Coordinator	X			
Medical Receptionist	X			
Child life (shared)	X			
Registered Dietician (shared)	X			
Office Coordinator	X			
RN/Clinical Research Associate	X			
Pharmacist	X			
	X			
Chaplain (Shared)	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: Referrals to the clinics are received from community providers, providers within Mary Bridge Children's Hospital and Health Center, and MultiCare Health System at large, the Emergency Department, or as a follow-up to an inpatient admission. If a patient requires admission to the hospital, this will be arranged Mary Bridge Children's Hospital. If the condition of the patient requires stabilization, the patient will be escorted to the Emergency Department for further evaluation and disposition. Patients are discharged from service to their primary care provider when the specialty provider deems no further specialty treatment is necessary.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: Generally patients 0-21 year of age are served. We will care for patients up to age 26 years if it is in the patients best interest. Any pediatric patient who is currently on chemotherapy or has a new pediatric cancer diagnosis will continue to receive care regardless of age. Our Hematology/Oncology Clinic participates in the international Children's Oncology Group (COG) protocols, with selected staff attending biannual conferences. Referring providers are kept informed in detail about the child's diagnoses and treatment plan. The children seen in the clinic are case managed across the spectrum of health care, to include, but not limited to school, home care, and hospice. Children seen in this clinic with Sickle Cell Anemia are also case managed under a Washington State grant. Our multidisciplinary team consists of: Registered Nurses, Physicians, Registered Dieticians, Social Workers, Nurse Navigator, Pharmacist, Psychology, and Child Life Therapists. Other specialists are available on a consultative basis. Weekly multidisciplinary team conferences are held to allow for collaborate care. All patients are cared for by a multidisciplinary team, in a setting designed exclusively for children and their families. Common diagnoses: Leukemia (ALL/AML), lymphoma, brain tumors, solid tumors, sickle cell anemia, anemias, hemoglobinopathies, bleeding disorders; Procedures: IV fluid and antibiotic administration, bone marrow aspiration and biopsy, lumbar punctures, central line access and care, pain management, chemotherapy and biotherapy administration, blood and blood product administration.

Skill mix

Description: Our multidisciplinary team consists of: Registered Nurses, Physicians, Registered Dieticians, Social Workers, Nurse Navigator, Pharmacist, Psychology, and Child Life Therapists. Other specialists are available on a consultative basis. Normal Staffing: 5 Physicians, 1 Nurse Practitioner, 4 Registered Nurse Navigators, 6 Registered Nurses, 2 Registered Nurses/Clinical Research Associates, 3 Medical Assistants, 1 Office Coordinator, 1 Program Coordinator, 1 clinical receptionist, 2 Social Worker (SW), 2 Child Life Specialists, 2 Pediatric Oncology Pharmacist. In accordance with regulatory requirements, all staff will participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in Workday.

Level of experience of nursing and patient care staff

Description: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire; RN with 25+ years of service may be considered in lieu of education agreement
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred
Washington State Registered Nurse license (RN)
Current Health Care Provider level CPR certification required
ACLS or NALS or PALS or TNCC or NRP certification, as required by facility or department
Certification in specialty area preferred
Minimum one (1) year of experience in acute care setting preferred

Need for specialized or intensive equipment

Description: Infusions (chemotherapy, biotherapy, blood, blood products), lumbar punctures, bone marrow aspirations, CVL access, blood draws/labs.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: Total of 5 infusion rooms, 6 exam rooms RN workroom, MA work stations, medication room

Other

Description:



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		6 Milgard, 6 Olympic, and 7 Milgard swing									
Unit/ Clinic Type:		Pediatric Med-Surg									
Unit/ Clinic Address:		317 MLK Jr Way, Tacoma, Wa. 98405									
Average Daily Census:		41.78				Maximum # of Beds:			66		
Effective as of:		1-Jan-25									
Census											
Please select metric type	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	Day 7a-7p	12	3	0	0	0	36.00	0.00	0.00	0.00	72.00
	Night 7p-7a	12	3	0	0	0	36.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
2	Day 7a-7p	12	3	0	0	0	18.00	0.00	0.00	0.00	36.00
	Night 7p-7a	12	3	0	0	0	18.00	0.00	0.00	0.00	
3	Day 7a-7p	12	3	0	0	0	12.00	0.00	0.00	0.00	

3	Night 7p-7a	12	3	0	0	0	12.00	0.00	0.00	0.00	24.00
4	Day 7a-7p	12	3	0	0	0	9.00	0.00	0.00	0.00	18.00
	Night 7p-7a	12	3	0	0	0	9.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	Day 7a-7p	12	3	0	0	0	7.20	0.00	0.00	0.00	14.40
	Night 7p-7a	12	3	0	0	0	7.20	0.00	0.00	0.00	
6	Day 7a-7p	12	3	0	0	0	6.00	0.00	0.00	0.00	12.00
	Night 7p-7a	12	3	0	0	0	6.00	0.00	0.00	0.00	
			0	0	0	0	0	0.00	0.00	0.00	
7	Day 7a-7p	12	3	0	0	0	5.14	0.00	0.00	0.00	11.43
	Night 7p-7a	12	3	0	0	0	5.14	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	1.14	0.00	0.00	
			0	0	0	0	0	0.00	0.00	0.00	
8	Day 7a-7p	12	4	0	0	0	6.00	0.00	0.00	0.00	13.00
	Night 7p-7a	12	4	0	0	0	6.00	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	1.00	0.00	0.00	
			0	0	0	0	0	0.00	0.00	0.00	
9	Day 7a-7p	12	4	0	0	0	5.33	0.00	0.00	0.00	11.56
	Night 7p-7a	12	4	0	0	0	5.33	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.89	0.00	0.00	
			0	0	0	0	0	0.00	0.00	0.00	
10	Day 7a-7p	12	4	0	0	0	4.80	0.00	0.00	0.00	10.40
	Night 7p-7a	12	4	0	0	0	4.80	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.80	0.00	0.00	
			0	0	0	0	0	0.00	0.00	0.00	
11	Day 7a-7p	12	5	0	0	0	5.45	0.00	0.00	0.00	11.64
	Night 7p-7a	12	5	0	0	0	5.45	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.73	0.00	0.00	
			0	0	0	0	0	0.00	0.00	0.00	
12	Day 7a-7p	12	5	0	0	0	5.00	0.00	0.00	0.00	
	Night 7p-7a	12	5	0	0	0	5.00	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.67	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	10.67
13	Day 7a-7p	12	5	0	0	0	4.62	0.00	0.00	0.00	9.85
	Night 7p-7a	12	5	0	0	0	4.62	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.62	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
14	Day 7a-7p	12	6	0	0	0	5.14	0.00	0.00	0.00	10.86
	Night 7p-7a	12	6	0	0	0	5.14	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.57	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
15	Day 7a-7p	12	6	0	0	0	4.80	0.00	0.00	0.00	10.13
	Night 7p-7a	12	6	0	0	0	4.80	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.53	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
16	Day 7a-7p	12	6	0	0	0	4.50	0.00	0.00	0.00	9.50
	Night 7p-7a	12	6	0	0	0	4.50	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.50	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
17	Day 7a-7p	12	7	0	0	0	4.94	0.00	0.00	0.00	10.35
	Night 7p-7a	12	7	0	0	0	4.94	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.47	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
18	Day 7a-7p	12	7	0	0	0	4.67	0.00	0.00	0.00	9.78
	Night 7p-7a	12	7	0	0	0	4.67	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.44	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
19	Day 7a-7p	12	8	0	0	0	5.05	0.00	0.00	0.00	10.53
	Night 7p-7a	12	8	0	0	0	5.05	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.42	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
20	Day 7a-7p	12	8	0	0	0	4.80	0.00	0.00	0.00	
	Night 7p-7a	12	8	0	0	0	4.80	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.40	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	10.00
21	Day 7a-7p	12	8	0	0	0	4.57	0.00	0.00	0.00	9.52
	Night 7p-7a	12	8	0	0	0	4.57	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.38	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
22	Day 7a-7p	12	9	0	0	0	4.91	0.00	0.00	0.00	10.18
	Night 7p-7a	12	9	0	0	0	4.91	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.36	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
23	Day 7a-7p	12	9	0	0	0	108.00	0.00	0.00	0.00	224.00
	Night 7p-7a	12	9	0	0	0	108.00	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	8.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
24	Day 7a-7p	12	10	0	0	0	5.00	0.00	0.00	0.00	10.33
	Night 7p-7a	12	10	0	0	0	5.00	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.33	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
25	Day 7a-7p	12	10	0	0	0	4.80	0.00	0.00	0.00	9.92
	Night 7p-7a	12	10	0	0	0	4.80	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.32	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
26	Day 7a-7p	12	10	0	0	0	120.00	0.00	0.00	0.00	248.00
	Night 7p-7a	12	10	0	0	0	120.00	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	8.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
27	Day 7a-7p	12	11	0	0	0	4.89	0.00	0.00	0.00	10.07
	Night 7p-7a	12	11	0	0	0	4.89	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.30	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
28	Day 7a-7p	12	11	0	0	0	4.71	0.00	0.00	0.00	
	Night 7p-7a	12	11	0	0	0	4.71	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.29	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	9.71
29	Day 7a-7p	12	12	0	0	0	4.97	0.00	0.00	0.00	10.21
	Night 7p-7a	12	12	0	0	0	4.97	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.28	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
30	Day 7a-7p	12	12	0	0	0	4.80	0.00	0.00	0.00	9.87
	Night 7p-7a	12	12	0	0	0	4.80	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.27	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
31	Day 7a-7p	12	12	0	0	0	4.65	0.00	0.00	0.00	9.55
	Night 7p-7a	12	12	0	0	0	4.65	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.26	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
32	Day 7a-7p	12	13	0	0	0	4.88	0.00	0.00	0.00	10.00
	Night 7p-7a	12	13	0	0	0	4.88	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.25	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
33	Day 7a-7p	12	13	0	0	0	4.73	0.00	0.00	0.00	9.70
	Night 7p-7a	12	13	0	0	0	4.73	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.24	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
34	Day 7a-7p	12	14	0	0	0	4.94	0.00	0.00	0.00	10.12
	Night 7p-7a	12	14	0	0	0	4.94	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.24	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
35	Day 7a-7p	12	14	0	0	0	4.80	0.00	0.00	0.00	9.83
	Night 7p-7a	12	14	0	0	0	4.80	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.23	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
36	Day 7a-7p	12	14	0	0	0	4.67	0.00	0.00	0.00	
	Night 7p-7a	12	14	0	0	0	5.25	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.22	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	10.14
37	Day 7a-7p	12	15	0	0	0	4.86	0.00	0.00	0.00	9.95
	Night 7p-7a	12	15	0	0	0	4.86	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.22	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
38	Day 7a-7p	12	15	0	0	0	4.74	0.00	0.00	0.00	9.68
	Night 7p-7a	12	15	0	0	0	4.74	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.21	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
39	Day 7a-7p	12	16	0	0	0	4.92	0.00	0.00	0.00	10.05
	Night 7p-7a	12	16	0	0	0	4.92	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.21	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
40	Day 7a-7p	12	16	0	0	0	4.80	0.00	0.00	0.00	9.80
	Night 7p-7a	12	16	0	0	0	4.80	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.20	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
41	Day 7a-7p	12	16	0	0	0	4.68	0.00	0.00	0.00	9.56
	Night 7p-7a	12	16	0	0	0	4.68	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.20	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
42	Day 7a-7p	12	16	0	0	0	4.57	0.00	0.00	0.00	9.33
	Night 7p-7a	12	16	0	0	0	4.57	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.19	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
43	Day 7a-7p	12	17	0	0	0	4.74	0.00	0.00	0.00	9.67
	Night 7p-7a	12	17	0	0	0	4.74	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.19	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
44	Day 7a-7p	12	17	0	0	0	4.64	0.00	0.00	0.00	
	Night 7p-7a	12	17	0	0	0	4.64	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.18	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	9.45
45	Day 7a-7p	12	17	0	0	0	4.53	0.00	0.00	0.00	9.24
	Night 7p-7a	12	17	0	0	0	4.53	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.18	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
46	Day 7a-7p	12	18	0	0	0	4.70	0.00	0.00	0.00	9.57
	Night 7p-7a	12	18	0	0	0	4.70	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.17	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
47	Day 7a-7p	12	18	0	0	0	4.60	0.00	0.00	0.00	9.36
	Night 7p-7a	12	18	0	0	0	4.60	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.17	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
48	Day 7a-7p	12	18	0	0	0	4.50	0.00	0.00	0.00	9.17
	Night 7p-7a	12	18	0	0	0	4.50	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.17	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
49	Day 7a-7p	12	19	0	0	0	4.65	0.00	0.00	0.00	9.47
	Night 7p-7a	12	19	0	0	0	4.65	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.16	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
50	Day 7a-7p	12	19	0	0	0	4.56	0.00	0.00	0.00	9.28
	Night 7p-7a	12	19	0	0	0	4.56	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.16	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
51	Day 7a-7p	12	19	0	0	0	4.47	0.00	0.00	0.00	9.10
	Night 7p-7a	12	19	0	0	0	4.47	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.16	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
52	Day 7a-7p	12	20	0	0	0	7.50	0.00	0.00	0.00	
	Night 7p-7a	12	20	0	0	0	7.50	0.00	0.00	0.00	

52	Day 7a-3p	8	0	1	0	0	0.00	0.25	0.00	0.00	15.25
		0	0	0	0	0	0.00	0.00	0.00	0.00	
53	Day 7a-7p	12	20	0	0	0	4.53	0.00	0.00	0.00	9.21
	Night 7p-7a	12	20	0	0	0	4.53	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.15	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
54	Day 7a-7p	12	20	0	0	0	4.44	0.00	0.00	0.00	9.04
	Night 7p-7a	12	20	0	0	0	4.44	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.15	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
55	Day 7a-7p	12	21	0	0	0	4.58	0.00	0.00	0.00	9.31
	Night 7p-7a	12	21	0	0	0	4.58	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.15	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
56	Day 7a-7p	12	21	0	0	0	4.50	0.00	0.00	0.00	9.14
	Night 7p-7a	12	21	0	0	0	4.50	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.14	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
57	Day 7a-7p	12	21	0	0	0	4.42	0.00	0.00	0.00	8.98
	Night 7p-7a	12	21	0	0	0	4.42	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.14	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
58	Day 7a-7p	12	22	0	0	0	4.55	0.00	0.00	0.00	9.24
	Night 7p-7a	12	22	0	0	0	4.55	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.14	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
59	Day 7a-7p	12	22	0	0	0	4.47	0.00	0.00	0.00	9.08
	Night 7p-7a	12	22	0	0	0	4.47	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.14	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
60	Day 7a-7p	12	22	0	0	0	4.40	0.00	0.00	0.00	
	Night 7p-7a	12	22	0	0	0	4.40	0.00	0.00	0.00	

60	Day 7a-3p	8	0	1	0	0	0.00	0.13	0.00	0.00	8.93
		0	0	0	0	0	0.00	0.00	0.00	0.00	
61	Day 7a-7p	12	23	0	0	0	4.52	0.00	0.00	0.00	9.18
	Night 7p-7a	12	23	0	0	0	4.52	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.13	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
62	Day 7a-7p	12	23	0	0	0	4.45	0.00	0.00	0.00	9.03
	Night 7p-7a	12	23	0	0	0	4.45	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.13	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
63	Day 7a-7p	12	23	0	0	0	4.38	0.00	0.00	0.00	8.89
	Night 7p-7a	12	23	0	0	0	4.38	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.13	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
64	Day 7a-7p	12	24	0	0	0	4.50	0.00	0.00	0.00	9.13
	Night 7p-7a	12	24	0	0	0	4.50	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.13	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
65	Day 7a-7p	12	24	0	0	0	4.43	0.00	0.00	0.00	8.98
	Night 7p-7a	12	24	0	0	0	4.43	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.12	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
66	Day 7a-7p	12	24	0	0	0	4.36	0.00	0.00	0.00	8.85
	Night 7p-7a	12	24	0	0	0	4.36	0.00	0.00	0.00	
	Day 7a-3p	8	0	1	0	0	0.00	0.12	0.00	0.00	



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Pediatric Med-Surg

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Health Unit Coordinator	X	X	X	X
Unit Resource Assistant	X	X	X	X (except night shift)
Respiratory Therapist	X	X	X	X
Physical Therapist	X			
Occupational Therapist	X			
Social Worker	X			
IV Therapy	X	X	X	
Chaplain	X			
Child Life Specialist	X	X		X
Gaming Specialist	X			
Nurse Tech	X (per diem)			X (per diem)
Pediatric Transporter	X			
Lactation Consultant	X			
Registered Dietician	X			
Diet Tech	X			

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Description: Admissions to the medical-surgical unit are made by attending physicians in good standing who have active or courtesy privileges at Mary Bridge Children's Hospital. The intent of the admission is to be defined as inpatient, observation, or ambulatory at the time of receipt of admitting orders from the admitting physician. Patients are admitted to medical, surgical, trauma and/or inpatient services. Admissions to the medical-surgical unit are based on patient need and condition where medical and nursing assessment and interventions are required for multiple medical and surgical conditions. The medical director or designee has the authority to transfer a patient to another care unit when the level of medical care required cannot be met on the general medical-surgical care unit. The associate chief nurse or designee has the authority to transfer a patient to another care unit when the level of nursing care required cannot be met on the general medical-surgical care unit.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description: The medical-surgical unit staff provides safe, evidence-based, pediatric focused, family centered, multiprofessional care for medical and surgical pediatric inpatients requiring medical and nursing care for a prolonged period of time. This coordinated, comprehensive care is provided to return or maintain pediatric patients to their optimum level of health. Age Criteria: Care is provided to patients from birth until they reach eighteen (18) years of age. Flexibility to accommodate patients of eighteen years or greater is determined on a case-by-case basis with approval of the medical-surgical attending service Medical Director and/or Administrator on call.

Common Diagnoses: The MBCH Medical-Surgical Unit cares for inpatients whose needs may require (but are not limited to) respiratory, cardiac, neurological, urogenital, orthopedic, EENT, endocrine, abdominal, hematological, metabolic, general surgical, and post trauma care.

Skill mix

Description: The staffing plan for the Medical-Surgical Unit is based on patient volumes, patient's complexity and intensity of nursing care, planned interventions, procedures, and geographical space. However, minimum staffing levels are defined as, an Assistant Nurse Manager (ANM) or a RN charge nurse, two registered nurses, and a respiratory therapist. The staffing mix of the medical-surgical unit is:

Clinical Nurse Manager – Registered Nurse trained in leadership and experienced in pediatric nursing
Assistant Nurse Manager (ANM)- Registered Nurse trained in leadership and experienced in pediatric nursing
RN charge nurse- trained and oriented to charge nurse and specially trained/experienced in pediatric nursing
Registered Nurse- trained and competent in age appropriate care and pediatric nursing

Health Unit Coordinator

Unit Resource Assistant

Nurse Technician/ Support Technician

Members of the multiprofessional team include, but are not limited to; volunteers, child life specialists, care managers, IV therapists, dietitians,

Level of experience of nursing and patient care staff

Description: Staffing levels are reviewed and revised annually based on historical data and to support the average daily census and average complexity with the ability to flex to increased complexity or census as needed.

Should the complexity and/or volume of the patients exceed the amount and/or type of professional and/or non-professional personnel available, the following measures are taken to continue to provide quality care:

Resource Nurses

Utilization of medical-surgical on-call staff

Part-time staff increasing volume of shifts worked

Utilization of cross-trained staff from other departments

Need for specialized or intensive equipment

Description: Specialized equipment utilized include (not limited to): Seizure monitoring, VEEG equipment, tracheostomy care, oxygen administration, intravenous infusion of medications and blood, chemotherapy administration, heated high flow nasal cannula, CPAP/BIPAP, cardiorespiratory monitoring, enteral infusion pumps, epidural pumps, sequential compression devices, height/weight scales, length boards, wound vacs, suction machines, point of care blood sugar and ketone machines, bladder scanner, various lines and drains equipment.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description: The medical-surgical unit is located on the 6th floor of the Olympics-Pavilion and the 6th and 7th Floors of the Milgard Pavilion of Mary Bridge Children's Hospital and is strategically linked to the Pediatric Intensive Care Unit, Pediatric Emergency Department, Pediatric Surgical Suites, Pediatric Procedural Department and Recovery, laboratory and radiology services as well as a full array of ancillary services within the MHS. The geography of patient rooms on 6th floor of the Olympics Pavilion are sectioned into three sections/teams, each of which has a nursing station, medication room with preparation area, and supply cabinets. The geography of patient rooms on 6th and 7th floors of the Milgard wing are decentralized nursing work desks with localized medication rooms with preparation area, supply rooms and equipment rooms.

Other

Description:



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Patient Volume-based Staffing Matrix Formula Template

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:		3 Rainier									
Unit/ Clinic Type:		Mary Bridge NICU									
Unit/ Clinic Address:		315 MLK Jr Way, Tacoma, WA. 98405									
Average Daily Census:		47				Maximum # of Beds:			70		
Effective as of:		1-Jan-25									
Census											
Please select metric type	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
20	Day 7a-7p	12	13	0	0	0	7.80	0.00	0.00	0.00	15.60
	Night 7p-7a	12	13	0	0	0	7.80	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
21	Day 7a-7p	12	13	0	0	0	7.43	0.00	0.00	0.00	14.86
	Night 7p-7a	12	13	0	0	0	7.43	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	14.86
22	Day 7a-7p	12	14	0	0	0	7.64	0.00	0.00	0.00	15.27
	Night 7p-7a	12	14	0	0	0	7.64	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
23	Day 7a-7p	12	14	0	0	0	7.30	0.00	0.00	0.00	14.61
	Night 7p-7a	12	14	0	0	0	7.30	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
24	Day 7a-7p	12	15	0	0	0	7.50	0.00	0.00	0.00	15.00
	Night 7p-7a	12	15	0	0	0	7.50	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
25	Day 7a-7p	12	15	0	0	0	7.20	0.00	0.00	0.00	14.40
	Night 7p-7a	12	15	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
26	Day 7a-7p	12	16	0	0	0	7.38	0.00	0.00	0.00	14.77
	Night 7p-7a	12	16	0	0	0	7.38	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
27	Day 7a-7p	12	16	0	0	0	7.11	0.00	0.00	0.00	14.22
	Night 7p-7a	12	16	0	0	0	7.11	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
28	Day 7a-7p	12	17	0	0	0	7.29	0.00	0.00	0.00	14.57
	Night 7p-7a	12	17	0	0	0	7.29	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
29	Day 7a-7p	12	17	0	0	0	7.03	0.00	0.00	0.00	14.07
	Night 7p-7a	12	17	0	0	0	7.03	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
30	Day 7a-7p	12	18	0	0	0	7.20	0.00	0.00	0.00	14.40
	Night 7p-7a	12	18	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
31	Day 7a-7p	12	18	0	0	0	6.97	0.00	0.00	0.00	13.94
	Night 7p-7a	12	18	0	0	0	6.97	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

32	Day 7a-7p	12	19	0	0	0	7.13	0.00	0.00	0.00	14.25
	Night 7p-7a	12	19	0	0	0	7.13	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
33	Day 7a-7p	12	20	0	0	0	7.27	0.00	0.00	0.00	14.55
	Night 7p-7a	12	20	0	0	0	7.27	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
34	Day 7a-7p	12	20	0	0	0	7.06	0.00	0.00	0.00	14.12
	Night 7p-7a	12	20	0	0	0	7.06	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
35	Day 7a-7p	12	21	0	0	0	7.20	0.00	0.00	0.00	14.40
	Night 7p-7a	12	21	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
36	Day 7a-7p	12	21	0	0	0	7.00	0.00	0.00	0.00	14.00
	Night 7p-7a	12	21	0	0	0	7.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
37	Day 7a-7p	12	22	0	0	0	7.14	0.00	0.00	0.00	14.27
	Night 7p-7a	12	22	0	0	0	7.14	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
38	Day 7a-7p	12	22	0	0	0	6.95	0.00	0.00	0.00	13.89
	Night 7p-7a	12	22	0	0	0	6.95	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
39	Day 7a-7p	12	23	0	0	0	7.08	0.00	0.00	0.00	14.15
	Night 7p-7a	12	23	0	0	0	7.08	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
40	Day 7a-7p	12	23	0	0	0	6.90	0.00	0.00	0.00	13.80
	Night 7p-7a	12	23	0	0	0	6.90	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
41	Day 7a-7p	12	24	0	0	0	7.02	0.00	0.00	0.00	14.05
	Night 7p-7a	12	24	0	0	0	7.02	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day 7a-7p	12	24	0	0	0	6.86	0.00	0.00	0.00	

42	Night 7p-7a	12	24	0	0	0	6.86	0.00	0.00	0.00	13.71
		0	0	0	0	0	0.00	0.00	0.00	0.00	
43	Day 7a-7p	12	25	0	0	0	6.98	0.00	0.00	0.00	13.95
	Night 7p-7a	12	25	0	0	0	6.98	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
44	Day 7a-7p	12	25	0	0	0	6.82	0.00	0.00	0.00	13.64
	Night 7p-7a	12	25	0	0	0	6.82	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
45	Day 7a-7p	12	26	0	0	0	6.93	0.00	0.00	0.00	13.87
	Night 7p-7a	12	26	0	0	0	6.93	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
46	Day 7a-7p	12	26	0	0	0	6.78	0.00	0.00	0.00	13.57
	Night 7p-7a	12	26	0	0	0	6.78	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
47	Day 7a-7p	12	27	0	0	0	6.89	0.00	0.00	0.00	13.79
	Night 7p-7a	12	27	0	0	0	6.89	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
48	Day 7a-7p	12	27	0	0	0	6.75	0.00	0.00	0.00	13.50
	Night 7p-7a	12	27	0	0	0	6.75	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
49	Day 7a-7p	12	28	0	0	0	6.86	0.00	0.00	0.00	13.71
	Night 7p-7a	12	28	0	0	0	6.86	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
50	Day 7a-7p	12	29	0	0	0	6.96	0.00	0.00	0.00	13.92
	Night 7p-7a	12	29	0	0	0	6.96	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
51	Day 7a-7p	12	29	0	0	0	6.82	0.00	0.00	0.00	13.65
	Night 7p-7a	12	29	0	0	0	6.82	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
52	Day 7a-7p	12	30	0	0	0	6.92	0.00	0.00	0.00	13.85
	Night 7p-7a	12	30	0	0	0	6.92	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

53	Day 7a-7p	12	30	0	0	0	6.79	0.00	0.00	0.00	14.14
	Night 7p-7a	12	30	0	0	0	7.35	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
54	Day 7a-7p	12	30	0	0	0	6.67	0.00	0.00	0.00	13.33
	Night 7p-7a	12	30	0	0	0	6.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
55	Day 7a-7p	12	31	0	0	0	6.76	0.00	0.00	0.00	13.53
	Night 7p-7a	12	31	0	0	0	6.76	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
56	Day 7a-7p	12	31	0	0	0	6.64	0.00	0.00	0.00	13.29
	Night 7p-7a	12	31	0	0	0	6.64	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
57	Day 7a-7p	12	32	0	0	0	6.74	0.00	0.00	0.00	13.47
	Night 7p-7a	12	32	0	0	0	6.74	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
58	Day 7a-7p	12	32	0	0	0	6.62	0.00	0.00	0.00	13.24
	Night 7p-7a	12	32	0	0	0	6.62	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
59	Day 7a-7p	12	33	0	0	0	6.71	0.00	0.00	0.00	13.42
	Night 7p-7a	12	33	0	0	0	6.71	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
60	Day 7a-7p	12	33	0	0	0	6.60	0.00	0.00	0.00	13.20
	Night 7p-7a	12	33	0	0	0	6.60	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
61	Day 7a-7p	12	33	0	0	0	6.49	0.00	0.00	0.00	12.98
	Night 7p-7a	12	33	0	0	0	6.49	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
62	Day 7a-7p	12	34	0	0	0	6.58	0.00	0.00	0.00	13.16
	Night 7p-7a	12	34	0	0	0	6.58	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
63	Day 7a-7p	12	34	0	0	0	6.48	0.00	0.00	0.00	
	Night 7p-7a	12	34	0	0	0	6.48	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	12.95
64	Day 7a-7p	12	35	0	0	0	6.56	0.00	0.00	0.00	13.13
	Night 7p-7a	12	35	0	0	0	6.56	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
65	Day 7a-7p	12	35	0	0	0	6.46	0.00	0.00	0.00	12.92
	Night 7p-7a	12	35	0	0	0	6.46	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
66	Day 7a-7p	12	36	0	0	0	6.55	0.00	0.00	0.00	13.09
	Night 7p-7a	12	36	0	0	0	6.55	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
67	Day 7a-7p	12	36	0	0	0	6.45	0.00	0.00	0.00	12.90
	Night 7p-7a	12	36	0	0	0	6.45	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
68	Day 7a-7p	12	37	0	0	0	6.53	0.00	0.00	0.00	13.06
	Night 7p-7a	12	37	0	0	0	6.53	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
69	Day 7a-7p	12	37	0	0	0	9.06	0.00	0.00	0.00	18.12
	Night 7p-7a	12	37	0	0	0	9.06	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
70	Day 7a-7p	12	38	0	0	0	6.51	0.00	0.00	0.00	13.03
	Night 7p-7a	12	38	0	0	0	6.51	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

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NICU

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
HUC	X	X	X	X
RT	X	X	X	X
Lactation RN's	X	X		X
Social Work	X			
Care Mangers	X			
Physical Therapy	X			
Speech Therapy	X			
Occupational Therapists	X			
Registered Dietician	X			
Chaplian as needed	X			
Grief and Loss Support RN	X			
Neonatal Nurse Practitioner	X			
Pharmacy	X			X
Transport RN	X	X	X	X

Unit Information

Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

Activity such as patient admissions, discharges, and transfers

Admissions are received from Tacoma General Hospital, Mary Bridge Children's, and external transports from referring facilities. We are a no divert unit. If the unit is at full capacity or experiencing short staffing, all efforts are made to arrange for placement for lower level of care patients. This is completed through a collaborative effort and close conversation with the charge nurses, hospital supervisor, inpatient departments, and the transfer center.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

We care for the highest level acuity neonates at Mary Bridge Children's Hospital based on acuity and patient needs. NICU staffing is based on patient acuity and/or geographical patient placement, such as split hallway assignment. Type of care delivered in the NICU each shift consists of the following: Q3-4 hour complex shift assessment (more frequent if patient condition warrants closer monitoring), medication administration/management (IV, PO, IV gtt, OG, NG, GT/GJ), continous cardiac/respiratory monitoring. Monitoring of input and output, assessment of all LDAs (lines, drains and airways), management of ETT (if patient is intubated), repositioning, lab draws and central line management.
 Level 4 Neonates are typically in a 1 patient assignment unless extenuating circumstances.
 Unstable neonates requiring multisystem support ad complex critical care
 Actively titrating 2 or more vasopressors
 Critical Airway
 HFOV Oscillator
 Unstable Inhaled Nitric
 Neonate receiving exchange transfusion
 End of life/withdraw of life support
 Neonate during surgery and the first 4 hours post surgical
 Unstable respiratory staus requiring frequent treatment and adjustment of ventilator

Therapeutic cooling during the time in which it takes infant to become targeted temperature and stable
Level 3 Neonate is typically in a 2 patient assignment
Patient requiring continuous monitoring with one to two systems needing support and critical care
One vasopressor with minimal titration
Stable airway on HFOV, Jet ventilation, inhaled nitric, Conventional ventilator, CPAP
Neonates on IVH
Neonates receiving blood transfusions
Therapeutic cooling once neonate is stable and at target temp
Phototherapy requiring frequent lab draws
Chest tubes
Continuous EEG
Central IV access
Unstable Neonates on ESC protocol
Level 2 Neonates are typically in a 3 patient assignment
Neonate on High Flow respiratory support or less
Stable phototherapy
Feeders/growers
Apnea or Bradycardia watch
Demand or

Skill mix

The NICU is staff with 2 charge nurses, 1 high risk delivery nurse, and NICU support nurses. Charge Nurses and the high risk delivery nurses respond to all high risk deliveries and neonatal codes in Tacoma General and Mary Bridge. NICU support nurses support the clinical needs of the unit. Examples of NICU support nurses activities could include assisting with new admissions, supporting RN's with patient care, procedures, clinical coaching for new RN's, and providing coverage for breaks and lunches.

Level of experience of nursing and patient care staff

Experience: Bachelor's degree in Nursing, or obtained within 3 years from initial date of hire; RN with 25 years of service may be considered in lieu of educational requirement. Washington State Registered Nurse License (RN); Current Health Care Provider level CPR certification required; ACLS or NALS or PALS or TNCC or NRP certification as required by facility or department, Certification in special area preferred, minimum 2 years of NICU experience preferred.

Need for specialized or intensive equipment

The NICU does require specialized equipment and all nurses are trained to use it.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

In times of high volume the NICU will utilize the Intermediate Care Nursery which is in a different physical location and requires a minimum of 3 nurses to be staffed in the area.

Other

NICU nurses are required to assist with lab draws on WNC or in BC or assess the infant for need to transfer to higher level of care. Nurses are also required to transport patients to off the floor procedures.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic	MB Perianesthesia					
Unit/ Clinic	ACU					
Unit/ Clinic	317 MLK Way Tacoma, WA 98415					
Effective a	1-Jan-25					
Day of the week						
Day of the week	Please select	Please select	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	1530)	10	1	0	0	0
	1815)	12	1	0	0	0
	1430)	8	1	0	0	0
	1630)	10	0	0	1	0
Tuesday	Day (5-1530)	10	1	0	0	0
	Day (0545-1815)	12	1	0	0	0
	Day (0600-1430)	8	1	0	0	0
	Day (0600-1630)	10	0	0	1	0
Wednesday	Day (5-1530)	10	1	0	0	0
	Day (0545-1815)	12	1	0	0	0

Wednesday	Day (0600-1430)	8	1	0	0	0
	Day (0600-1630)	10	0	0	1	0
Thursday	Day (5-1530)	10	1	0	0	0
	Day (0545-1815)	12	1	0	0	0
	Day (0600-1430)	8	1	0	0	0
	Day (0600-1630)	10	0	0	1	0
Friday	Day (5-1530)	10	1	0	0	0
	Day (0545-1815)	12	1	0	0	0
	Day (0600-1430)	8	1	0	0	0
Saturday	Day(0600-1830)	12	1	0	0	0
	Day (0630-1900)	12	1	0	0	0
Sunday	Day(0600-1830)	12	1	0	0	0
	Day (0630-1900)	12	1	0	0	0



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Unit/ Clinic Name:	MB Perianesthesia					
Unit/ Clinic Type:	PACU					
Unit/ Clinic Address:	317 MLK Way Tacoma, WA 98415					
Effective as of:	1-Jan-25					
Day of the week						
Day of the week	Please select	Please select	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	1730)	10	1	0	0	0
	1800)	10	1	0	0	0
	0030)	8	1	0	0	0
	0030)	8	1	0	0	0
Tuesday	Day (7-1730)	10	1	0	0	0
	Day (730-1800)	10	1	0	0	0
	Eve(1600-0030)	8	1	0	0	0
	Eve(1600-0030)	8	1	0	0	0



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	MB Perianesthesia					
Unit/ Clinic Type:	Sedation Services					
Unit/ Clinic Address:	317 MLK Way Tacoma, WA 98415					
Effective as of:	1/1/2025					
Day of the week						
Day of the week	Please select	Please select	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	1530)	8	1	0	0	0
	1830)	10	1	0	0	0
	1730)	10	0	0	1	0
Tuesday	Day (7-1530)	8	1	0	0	0
	Day (8-1830)	10	1	0	0	0
	Day (7-1730)	10	0	0	1	0
Wednesday	Day (7-1530)	8	1	0	0	0
	Day (8-1830)	10	1	0	0	0
	Day (7-1730)	10	0	0	1	0

Thursday	Day (7-1530)	8	1	0	0	0
	Day (8-1830)	10	1	0	0	0
	Day (7-1730)	10	0	0	1	0
Friday	Day (7-1530)	8	1	0	0	0
	Day (8-1830)	10	1	0	0	0
	Day (7-1730)	10	0	0	1	0
Saturday	closed					
Sunday	closed					

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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	MB Perianesthesia					
Unit/ Clinic Type:	GI Lab					
Unit/ Clinic Address:	317 MLK Way Tacoma, WA 98415					
Effective as of:	1/1/2025					
Day of the week						
Day of the week	Please select	Please select	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (8-1630)	8	1	0	0	0
	Day (830-1700)	8	0	1	0	0
Tuesday	Day (8-1630)	8	1	0	0	0
	Day (830-1700)	8	0	1	0	0
Wednesday	Day (8-1630)	8	1	0	0	0
	Day (8-1630)	8	1	0	0	0
Thursday	Day (8-1630)	8	1	0	0	0
	Day (830-1700)	8	0	1	0	0
Friday	Day (8-1630)	8	1	0	0	0
	Day (830-1700)	8	0	1	0	0
Saturday	closed					

Saturday						
Sunday	closed					

Unit Information

Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- Activity such as patient admissions, discharges, and transfers

Description:

ACU/PACU- Care and treatment of pediatric patients requiring surgery under general anesthesia in the outpatient and inpatient setting.

Sedation Services- Care and treatment of pediatric patients requiring deep sedation in the outpatient and inpatient setting.

GI LAB- Care and treatment of pediatric patients requiring GI procedures in the outpatient and inpatient setting. All areas follow the American Society of Perianesthesia Nursing Standards Practice Recommendations (ASPAN) for nursing practice.

- Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description:

ACU/PACU- The nursing staff provide pre-surgical and post-surgical nursing services for both phase 1 and phase 2 through discharge or admission to hospital. Serving children with both complicated and uncomplicated medical histories.

Sedation Services- The nursing staff provide pre-procedural, intra-procedural, and post-procedural care for both complicated and uncomplicated medical histories.

GI LAB- The nursing staff provide care and treatment for pediatric patients requiring GI procedures and assist the the GI physician during the procedure.

Skill mix

Description:

ACU- RNs and a patient care tech.

PACU- All RNs.

Sedation Services- RNs, patient care tech, and Intensivists.

GI LAB- RNs, LPNs, and GI Physicians.

Level of experience of nursing and patient care staff

Description:

Skill mix varies. Staff background experience varies from Med Surg, Emergency Department, PICU and Perianesthesia.

RN experiences range from 2-40 years experience. Over 80% of RNs with 5 years or greater RN experience. All staff are PALS certified.

Need for specialized or intensive equipment

Description:

Patient rooms all have wall oxygen, suction, air, and cardiac/respiration/Oxygen saturation monitoring.

The PACU/Sedation area have CO2 monitoring if needed.

Sedation Services has the ability to use Nurse Adminstered Nitrous Oxide (portable) and they have WAG lines in selected rooms.

- Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

ACU is located on the 5th floor Phillip Wing in the main hospital and has 11 private rooms with 2 nurses stations, one med prep room, and soiled utility.

PACU is located on the 5th floor Phillip Wing in the main hospital and has 6 open bays, a clean utility and a dirty utility room.

Sedation Services is located on the 7th floor of the Olympic Wing in the main hospital and has 2 procedure rooms, 9 private patient rooms, 2 nurses stations, HLD room, medication room and a equipment storage room. Sedation also has 3 bays on the 3rd floor of the Commencement Wing outside of MRI.

- Other

Description:

With MB being a level 2 trauma center, the MB PACU is available 24/7 and is staffed during the day with scheduled RN staff and after hours with On Call RN staff.

3	Day 7A-7P	12.00	3.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	24.00
	Night 7P-7A	12.00	3.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4	Day 7A-7P	12.00	3.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	18.00
	Night 7P-7A	12.00	3.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5	Day 7A-7P	12.00	4.00	0.00	0.00	0.00	9.60	0.00	0.00	0.00	19.20
	Night 7P-7A	12.00	4.00	0.00	0.00	0.00	9.60	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6	Day 7A-7P	12.00	4.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	16.00
	Night 7P-7A	12.00	4.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
7	Day 7A-7P	12.00	6.00	0.00	0.00	0.00	10.29	0.00	0.00	0.00	20.57
	Night 7P-7A	12.00	6.00	0.00	0.00	0.00	10.29	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8	Day 7A-7P	12.00	6.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	18.00
	Night 7P-7A	12.00	6.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
9	Day 7A-7P	12.00	7.00	0.00	0.00	0.00	9.33	0.00	0.00	0.00	18.67
	Night 7P-7A	12.00	7.00	0.00	0.00	0.00	9.33	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
10	Day 7A-7P	12.00	7.00	0.00	0.00	0.00	8.40	0.00	0.00	0.00	16.80
	Night 7P-7A	12.00	7.00	0.00	0.00	0.00	8.40	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
11	Day 7A-7P	12.00	8.00	0.00	0.00	0.00	8.73	0.00	0.00	0.00	17.45
	Night 7P-7A	12.00	8.00	0.00	0.00	0.00	8.73	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
12	Day 7A-7P	12.00	8.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	16.00
	Night 7P-7A	12.00	8.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
13	Day 7A-7P	12.00	9.00	0.00	0.00	0.00	8.31	0.00	0.00	0.00	16.62
	Night 7P-7A	12.00	9.00	0.00	0.00	0.00	8.31	0.00	0.00	0.00	

		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
14	Day 7A-7P	12.00	9.00	0.00	0.00	0.00	7.71	0.00	0.00	0.00	15.43
	Night 7P-7A	12.00	9.00	0.00	0.00	0.00	7.71	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
15	Day 7A-7P	12.00	10.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	16.00
	Night 7P-7A	12.00	10.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
16	Day 7A-7P	12.00	10.00	0.00	0.00	0.00	7.50	0.00	0.00	0.00	15.00
	Night 7P-7A	12.00	10.00	0.00	0.00	0.00	7.50	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
17	Day 7A-7P	12.00	11.00	0.00	0.00	0.00	7.76	0.00	0.00	0.00	15.53
	Night 7P-7A	12.00	11.00	0.00	0.00	0.00	7.76	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
18	Day 7A-7P	12.00	11.00	0.00	0.00	0.00	7.33	0.00	0.00	0.00	14.67
	Night 7P-7A	12.00	11.00	0.00	0.00	0.00	7.33	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
19	Day 7A-7P	12.00	12.00	0.00	0.00	0.00	7.58	0.00	0.00	0.00	15.16
	Night 7P-7A	12.00	12.00	0.00	0.00	0.00	7.58	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
20	Day 7A-7P	12.00	12.00	0.00	0.00	0.00	7.20	0.00	0.00	0.00	14.40
	Night 7P-7A	12.00	12.00	0.00	0.00	0.00	7.20	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
21	Day 7A-7P	12.00	13.00	0.00	0.00	0.00	7.43	0.00	0.00	0.00	14.86
	Night 7P-7A	12.00	13.00	0.00	0.00	0.00	7.43	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
22	Day 7A-7P	12.00	13.00	0.00	0.00	0.00	7.09	0.00	0.00	0.00	14.18
	Night 7P-7A	12.00	13.00	0.00	0.00	0.00	7.09	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
23	Day 7A-7P	12.00	14.00	0.00	0.00	0.00	7.30	0.00	0.00	0.00	14.61
	Night 7P-7A	12.00	14.00	0.00	0.00	0.00	7.30	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
24	Day 7A-7P	12.00	14.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	14.00



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PICU

Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Intensivist	X	X	X	X
HUC	X	X	X	X
RT	X	X	X	X
Physical Therapist	X			
Occupational Therapists	X			
Social Workers	X			
IV Therapy	X	X	X	X
Chaplain	X			
Child Life Specialists	X	X		X
Pharmacy	X	X	Pharmacy covers	X
Social Workers	X	X	X	X
Case Management	X			

Unit Information

Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- Activity such as patient admissions, discharges, and transfers

Description:

Our PICU offers child and family-centered care for patients requiring critical care. The team consists of nurses, respiratory therapist, intensivist, and unit secretaries. We care for children age 0 days old to 18 years of age with acute events or an illness that is possibly life-threatening. At times we may care young adults up to age 21. Average daily census is 7. Diagnosis' we typically care for are: respiratory distress/failure (asthma, flu, RSV, chronic lung disease), diabetes, sepsis, trauma, seizures, traumatic brain injury, oncology, post op surgical patients requiring ICU care, etc.
 Patient admissions primarily come from our emergency department or direct admissions from outside hospitals. Post operative patients come directly to PICU after their procedure.
 Once a patient is able to leave the ICU, they are transferred to our MB Medical/Surgical ward or discharged home or to a skilled

- Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Description:

We care for the highest level acuity patients at Marv Bridge Children vary based on patient acuity and patient needs. PICU staffing

We care for the highest level acuity patients at any stage children vary based on patient acuity and patient needs. The staffing is based on patient acuity and/or geographical placement, such as split hallway assignment. Type of care delivered in the PICU each shift consists of the following: Q1-2 hour complex shift assessment (more frequently if patient condition warrants closer monitoring), medication administration/management (IV, PO, IV GTT, NG, GT/GJ), continuous cardiac/respiratory monitoring, monitoring of input and output, assessment of all LDA's (line, drains, airways), management of ETT (if patient is intubated), respiratory toileting, repositioning patient, lab draws, central line management, ambulating patients (if patient is able), hourly rounding,

Skill mix

Description:

RN, Intensivist, RRT 24/7
Support Tech or CNA as needed for constant observation (COSI/CORA)
Pharmacy services are on the unit from 7:15am - 10pm.
Tech if scheduled

Nurse

Level of experience of nursing and patient care staff

Description:

RN - Ranges from 6 months to greater than 20 years of experience with max of 33 years. Approximately 60% have less than 5 years experience.

Need for specialized or intensive equipment

Description:

Due to the acuity of patients we care for we have a substantial amount of specialized intensive equipment which includes: Prismax (CRRT), Arctic Sun (targeted temperature management), Cardiohelp (ECMO), Pupillometer, Camino (ICP monitor), Ab visor (abdominal pressure), Ultra sound (central line placement for MD's), INVOS (cerebral perfusion monitor), Bladder scanner, ART/CVP monitoring (arterial blood pressure or patient fluid volume status), Ventilators, Oscillator, Hiflow, Home ventilators.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Description:

The PICU is located in the Milgard tower on the 7th floor. We are a 16 bed unit and can flex up to 24. There are 24 acuity adjustable beds, 8-10 of them are utilized by med/surg patients when not needed for PICU patients. The PICU is a locked unit and entry ways are always controlled by staff. Visitors check in at the front desk. We have one treatment room for procedures, one conference room for meetings and family care conferences. Additionally there is a respite room for families if they need a quiet space to sit on the unit. All rooms are capable for dialysis and EEG. We have a total of 4 rooms with a lift.

Other

Description:

The PICU makes all efforts to keep a crash bed open in the event there is a patient on the medical/surgical floor, the OR, ER, etc. that needs a PICU bed immediately. This bed is not always staffed and the unit would adjust to accommodate the patient until another RN is called in or able to change assignments.