COVER PAGE

The following is the comprehensive hospital staffing plan for Swedish Medical Center 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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Washington State Department of HEALTH

Hospital Staffing Form

Attestation

Date: 3/7/25

I, the undersigned with responsibility for Swedish Medical Center 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: CEO Elizabeth Wako

Elizabeth Wako

Hospital Information

Name of Hospital: Swedish Health Services		
Hospital License #: HAC.FS.00000001		
Hospital Street Address: 747 Broadway		
City/Town: Seattle	State: WA	Zip code: 98122
Is this hospital license affiliated with more than one location?	☑ Yes	☐ No
If "Yes" was selected, please provide the location name and address	First Hill, Ballard, Mill Creek ED and Redmond ED	
Review Type:	☐ Annual	Review Date: 2/27/25
	☑ Update	Next Review Date: 12/31/25
Effective Date: 3/7/25		
Date Approved: 2/27/25		

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:

☐ Terms of applicable collective bargaining agreement

Description:

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

Description:

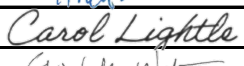
☐ Hospital finances and resources

Description:

☐ Other

Description:

Signature

CEO & Co-chairs Name:	Signature:	Date:
Pat Patton, Co-Chair		03/07/2025
Carol Lightle, Co-Chair		03/07/2025
Elizabeth Wako, CEO		03/07/2025

Total Votes	
# of Approvals	# of Denials
14	0

Access unit staffing matrices here.

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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:	**First Hill 10E**		
Unit/ Clinic Type:	**General Surgery**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**25**	**Maximum # of Beds:**	**29**
Effective as of:	**2/27/2025**		

Census

Census	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)
29	0700-1500	8	8	0	3	0	2.21	0.00	0.83	0.00	
	1500-2300	8	8	0	3	0	2.21	0.00	0.83	0.00	
	2300-0700	8	8	0	3	0	2.21	0.00	0.83	0.00	
	Resource RN	12	1	0	0	0	0.41	0.00	0.00	0.00	9.52
28	0700-1500	8	8	0	3	0	2.29	0.00	0.86	0.00	
	1500-2300	8	8	0	3	0	2.29	0.00	0.86	0.00	
	2300-0700	8	8	0	3	0	2.29	0.00	0.86	0.00	
	Resource RN	12	1	0	0	0	0.43	0.00	0.00	0.00	9.86
27	0700-1500	8	8	0	3	0	2.37	0.00	0.89	0.00	
	1500-2300	8	8	0	3	0	2.37	0.00	0.89	0.00	
	2300-0700	8	8	0	3	0	2.37	0.00	0.89	0.00	
	Resource RN	12	1	0	0	0	0.44	0.00	0.00	0.00	10.22
26	0700-1500	8	8	0	3	0	2.46	0.00	0.92	0.00	
	1500-2300	8	8	0	3	0	2.46	0.00	0.92	0.00	
	2300-0700	8	7	0	2	0	2.15	0.00	0.62	0.00	
	Resource RN	12	1	0	0	0	0.46	0.00	0.00	0.00	10.00
25	0700-1500	8	7	0	3	0	2.24	0.00	0.96	0.00	
	1500-2300	8	7	0	3	0	2.24	0.00	0.96	0.00	
	2300-0700	8	6	0	2	0	1.92	0.00	0.64	0.00	
	Resource RN	12	1	0	0	0	0.48	0.00	0.00	0.00	9.44
24	0700-1500	8	7	0	3	0	2.33	0.00	1.00	0.00	
	1500-2300	8	7	0	3	0	2.33	0.00	1.00	0.00	

24	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	
	Resource RN	12	1	0	0	0	0.50	0.00	0.00	0.00	9.83
23	0700-1500	8	7	0	2	0	2.43	0.00	0.70	0.00	
	1500-2300	8	7	0	2	0	2.43	0.00	0.70	0.00	
	2300-0700	8	6	0	2	0	2.09	0.00	0.70	0.00	
	Resource RN	12	1	0	0	0	0.52	0.00	0.00	0.00	9.57
22	0700-1500	8	7	0	2	0	2.55	0.00	0.73	0.00	
	1500-2300	8	7	0	2	0	2.55	0.00	0.73	0.00	
	2300-0700	8	6	0	2	0	2.18	0.00	0.73	0.00	
	Resource RN	12	1	0	0	0	0.55	0.00	0.00	0.00	10.00
21	0700-1500	8	6	0	2	0	2.29	0.00	0.76	0.00	
	1500-2300	8	6	0	2	0	2.29	0.00	0.76	0.00	
	2300-0700	8	5	0	2	0	1.90	0.00	0.76	0.00	
	Resource RN	12	1	0	0	0	0.57	0.00	0.00	0.00	9.33
20	0700-1500	8	6	0	2	0	2.40	0.00	0.80	0.00	
	1500-2300	8	6	0	2	0	2.40	0.00	0.80	0.00	
	2300-0700	8	5	0	2	0	2.00	0.00	0.80	0.00	
	Resource RN	12	1	0	0	0	0.60	0.00	0.00	0.00	9.80
19	0700-1500	8	6	0	2	0	2.53	0.00	0.84	0.00	
	1500-2300	8	6	0	2	0	2.53	0.00	0.84	0.00	
	2300-0700	8	5	0	1	0	2.11	0.00	0.42	0.00	
	Resource RN	12	1	0	0	0	0.63	0.00	0.00	0.00	9.89
18	0700-1500	8	5	0	2	0	2.22	0.00	0.89	0.00	
	1500-2300	8	5	0	2	0	2.22	0.00	0.89	0.00	
	2300-0700	8	5	0	1	0	2.22	0.00	0.44	0.00	
	Resource RN	12	1	0	0	0	0.67	0.00	0.00	0.00	9.56
17	0700-1500	8	5	0	2	0	2.35	0.00	0.94	0.00	
	1500-2300	8	5	0	2	0	2.35	0.00	0.94	0.00	
	2300-0700	8	5	0	1	0	2.35	0.00	0.47	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.41
16	0700-1500	8	5	0	2	0	2.50	0.00	1.00	0.00	
	1500-2300	8	5	0	1	0	2.50	0.00	0.50	0.00	
	2300-0700	8	4	0	1	0	2.00	0.00	0.50	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
15	0700-1500	8	5	0	1	0	2.67	0.00	0.53	0.00	
	1500-2300	8	5	0	1	0	2.67	0.00	0.53	0.00	
	2300-0700	8	4	0	1	0	2.13	0.00	0.53	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.07
14	0700-1500	8	4	0	1	0	2.29	0.00	0.57	0.00	
	1500-2300	8	4	0	1	0	2.29	0.00	0.57	0.00	
	2300-0700	8	4	0	1	0	2.29	0.00	0.57	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	8.57
13	0700-1500	8	4	0	1	0	2.46	0.00	0.62	0.00	
	1500-2300	8	4	0	1	0	2.46	0.00	0.62	0.00	
	2300-0700	8	4	0	1	0	2.46	0.00	0.62	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.23

12	0700-1500	8	4	0	1	0	2.67	0.00	0.67	0.00	
	1500-2300	8	4	0	1	0	2.67	0.00	0.67	0.00	
	2300-0700	8	4	0	0	0	2.67	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
11	0700-1500	8	4	0	1	0	2.91	0.00	0.73	0.00	
	1500-2300	8	4	0	0	0	2.91	0.00	0.00	0.00	
	2300-0700	8	4	0	0	0	2.91	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.45
10	0700-1500	8	4	0	1	0	3.20	0.00	0.80	0.00	
	1500-2300	8	3	0	0	0	2.40	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.40	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	8.80
9	0700-1500	8	3	0	1	0	2.67	0.00	0.89	0.00	
	1500-2300	8	3	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.67	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	8.89
8	0700-1500	8	3	0	0	0	3.00	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.00	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	3.00	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
7	0700-1500	8	3	0	0	0	3.43	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.43	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
6	0700-1500	8	2	0	0	0	2.67	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
5	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
4	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
3	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
2	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
1	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	

1	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
	Resource RN	0	0	0	0	0	0.00	0.00	0.00	0.00	9.60

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Unit Information - First Hill 10E

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	X			
Supervisor		X		
Break RN	X		X	X
HUC	X	X		X
Phlebotomy	X	X	X	X
PT/OT/SLP	X	X	x	X
Chaplain	X	X		
ADT RN/NAC	X			
Nutrition/Dietary	X	X	x	X
EVS	X	X	x	X
Radiology	X	X	x	X
PSA	X	X	x	X
Wound/Ostomy RN	X			
MSC	X	X	x	X
STAT RN	X	X	x	X
House Float RN	X	X	x	X
VAT, RT, pharmacy?, transport	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: Monday through Friday, we have a Resource RN from 1000-2230 to assist with patient discharges, patient admits from PACU, as well as transfer admits. The Resource RN is also responsible for assisting with break coverage, performing quality audits for the unit (CAUTI, CLABSI, Skin/Wound/HAPI, PIV, Fall).

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

Description: 10 East cares for patients from the following surgical services: Thoracic, ENT, Vascular, GI, Urology, and Pulmonology. Acuity levels vary, as the majority of our surgical patients arrive with multiple drains, chest tubes, epidurals (which require 1 hour RN checks), and wound vacs. Vitals and I/O's are taken every 4 hours. Currently esophagectomy patients are at a 1:2 ratio for 24 hours when they first arrive on the floor from ICU. This is not built into our current staffing matrix; the House Supervisors, staffing and patient placement are notified when we admit the esophagectomies so that we can go onto esophagectomy staffing.
Description: Under the adaptable acuity model, the adaptable acuity surgeries will be a 1:2 ratio for 12-72 hours, depending on the surgery and whether the patient is coming to 10E from PACU or ICU/IMCU (example: esophagectomies). Adaptable acuity surgeries are typically staffed 1:2 PODx0 through PODx2. To determine the number of RNs needed when taking an adaptable acuity patient, go down 2 census levels, then add one RN. If there is no change in the number of RNs, CRO and the Unit Charge should work together to determine if floor can accommodate the adaptable acuity patient under the reduced ratio specific to that patients surgery (1:2 or 1:3). If ratio's are exceeded, one additional RN should be requested and provided to accommodate the acuity adaptable assignment.
These patients have multiple tubes, drains, lines as well as trachs, feeding tubes, wound vacs, sometime multiple chest tubes and require hourly interventions for flap checks, neurovascular dopplar checks, Insulin gtts, and epidural checks. These patients are complicated and have orders to ambulate at least 6x per days, which is time consuming and labor intensive, often requiring a 2 person assist.
Night shift charge goal of zero to one patient; they serve as night resource for the floor. Dependent on floor acuity.

☑ Skill mix

Description: Additional NACs can be used to offset RN shortage, so that RNs will not have primary care assignments. We have two Nurse Tech caregivers on night shift, that provide medication administration and perform NAC tasks for their assignment.

☑ Level of experience of nursing and patient care staff

Description: .
We currently have 22 RNs on day shift and 18 RNs on evening/night shift.
Day shift: 99% of staff have 2 or more years experience; 1% less than 2 years
Night shift: 66% of staff have 2 or more years experience; 33% less than 2 years
New RNs with less than 1 year experience: 1 Day shift, 5 Night shift

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

Description: 10E is triangular floorplan with the primary nurses station at the top of the triangle as you first enter the unit. This area seats the Charge RN, HUC and has one additional caregiver workstation. The printer equipment including patient labels/armbands and Rx are in this area. Behind the nurses station, there is a glassed in area for the Surgery teams to meet and review charts. The office for our Case Manager is across from the surgeon's area. There is a small HUB providing seating and workstations for 3 caregivers. The North and South points of the triangle have caregiver HUBS which each seat 4 caregiver workstations. There are 27 private and one shared patient room, which are all located on the outside walls of the triangular unit, providing views of Seattle. The unit is composed of a familty waiting area, patient's nutrition room, a resident sleep room, an environmental service storage area, a soiled/dirty utility room, two equipment storage rooms, a conference and a caregiver break room, and a clean utility room which includes the majority of our medical supplies as well as two Pyxis stations.

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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:	**First Hill 11E**										
Unit/ Clinic Type:	**Nephrology (M-F)**										
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**										
Average Daily Census:	**23.3**				**Maximum # of Beds:**		**30**				
Effective as of:	**2/27/2025**										
Census											
Census	**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)
30	0700-1500	8	9	0	3	0	2.40	0.00	0.80	0.00	
	1500-2300	8	9	0	3	0	2.40	0.00	0.80	0.00	
	2300-0700	8	7	0	2	0	1.87	0.00	0.53	0.00	
	Resource RN	12	1	0	0	0	0.40	0.00	0.00	0.00	9.20
29	0700-1500	8	9	0	3	0	2.48	0.00	0.83	0.00	
	1500-2300	8	8	0	3	0	2.21	0.00	0.83	0.00	
	2300-0700	8	7	0	3	0	1.93	0.00	0.83	0.00	
	Resource RN	12	1	0	0	0	0.41	0.00	0.00	0.00	9.52
28	0700-1500	8	9	0	3	0	2.57	0.00	0.86	0.00	
	1500-2300	8	8	0	3	0	2.29	0.00	0.86	0.00	
	2300-0700	8	7	0	2	0	2.00	0.00	0.57	0.00	
	Resource RN	12	1	0	0	0	0.43	0.00	0.00	0.00	9.57
27	0700-1500	8	9	0	3	0	2.67	0.00	0.89	0.00	
	1500-2300	8	8	0	3	0	2.37	0.00	0.89	0.00	
	2300-0700	8	6	0	2	0	1.78	0.00	0.59	0.00	
	Resource RN	12	1	0	0	0	0.44	0.00	0.00	0.00	9.63
26	0700-1500	8	8	0	3	0	2.46	0.00	0.92	0.00	
	1500-2300	8	8	0	3	0	2.46	0.00	0.92	0.00	
	2300-0700	8	6	0	2	0	1.85	0.00	0.62	0.00	
	Resource RN	12	1	0	0	0	0.46	0.00	0.00	0.00	9.69
25	0700-1500	8	8	0	2	0	2.56	0.00	0.64	0.00	
	1500-2300	8	8	0	2	0	2.56	0.00	0.64	0.00	
	2300-0700	8	6	0	2	0	1.92	0.00	0.64	0.00	
	Resource RN	12	1	0	0	0	0.48	0.00	0.00	0.00	9.44
24	0700-1500	8	8	0	2	0	2.67	0.00	0.67	0.00	
	1500-2300	8	7	0	2	0	2.33	0.00	0.67	0.00	

24	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	
	Resource RN	12	1	0	0	0	0.50	0.00	0.00	0.00	9.50
23	0700-1500	8	7	0	2	0	2.43	0.00	0.70	0.00	
	1500-2300	8	7	0	2	0	2.43	0.00	0.70	0.00	
	2300-0700	8	5	0	2	0	1.74	0.00	0.70	0.00	
	Resource RN	12	1	0	0	0	0.52	0.00	0.00	0.00	9.22
22	0700-1500	8	7	0	2	0	2.55	0.00	0.73	0.00	
	1500-2300	8	7	0	2	0	2.55	0.00	0.73	0.00	
	2300-0700	8	5	0	2	0	1.82	0.00	0.73	0.00	
	Resource RN	12	1	0	0	0	0.55	0.00	0.00	0.00	9.64
21	0700-1500	8	7	0	2	0	2.67	0.00	0.76	0.00	
	1500-2300	8	7	0	2	0	2.67	0.00	0.76	0.00	
	2300-0700	8	5	0	2	0	1.90	0.00	0.76	0.00	
	Resource RN	12	1	0	0	0	0.57	0.00	0.00	0.00	10.10
20	0700-1500	8	7	0	2	0	2.80	0.00	0.80	0.00	
	1500-2300	8	6	0	2	0	2.40	0.00	0.80	0.00	
	2300-0700	8	5	0	2	0	2.00	0.00	0.80	0.00	
	Resource RN	12	1	0	0	0	0.60	0.00	0.00	0.00	10.20
19	0700-1500	8	6	0	2	0	2.53	0.00	0.84	0.00	
	1500-2300	8	6	0	2	0	2.53	0.00	0.84	0.00	
	2300-0700	8	5	0	1	0	2.11	0.00	0.42	0.00	
	Resource RN	12	1	0	0	0	0.63	0.00	0.00	0.00	9.89
18	0700-1500	8	6	0	1	0	2.67	0.00	0.44	0.00	
	1500-2300	8	6	0	1	0	2.67	0.00	0.44	0.00	
	2300-0700	8	4	0	1	0	1.78	0.00	0.44	0.00	
	Resource RN	12	1	0	0	0	0.67	0.00	0.00	0.00	9.11
17	0700-1500	8	6	0	1	0	2.82	0.00	0.47	0.00	
	1500-2300	8	6	0	1	0	2.82	0.00	0.47	0.00	
	2300-0700	8	4	0	1	0	1.88	0.00	0.47	0.00	
	Resource RN	12	1	0	0	0	0.71	0.00	0.00	0.00	9.65
16	0700-1500	8	5	0	1	0	2.50	0.00	0.50	0.00	
	1500-2300	8	5	0	1	0	2.50	0.00	0.50	0.00	
	2300-0700	8	4	0	1	0	2.00	0.00	0.50	0.00	
	Resource RN	12	1	0	0	0	0.75	0.00	0.00	0.00	9.25
15	0700-1500	8	5	0	1	0	2.67	0.00	0.53	0.00	
	1500-2300	8	5	0	1	0	2.67	0.00	0.53	0.00	
	2300-0700	8	4	0	1	0	2.13	0.00	0.53	0.00	
	Resource RN	12	1	0	0	0	0.80	0.00	0.00	0.00	9.87
14	0700-1500	8	5	0	1	0	2.86	0.00	0.57	0.00	
	1500-2300	8	5	0	1	0	2.86	0.00	0.57	0.00	
	2300-0700	8	4	0	1	0	2.29	0.00	0.57	0.00	
	Resource RN	12	1	0	0	0	0.86	0.00	0.00	0.00	10.57

13	0700-1500	8	4	0	1	0	2.46	0.00	0.62	0.00	
	1500-2300	8	4	0	1	0	2.46	0.00	0.62	0.00	
	2300-0700	8	3	0	1	0	1.85	0.00	0.62	0.00	
	Resource RN	12	1	0	0	0	0.92	0.00	0.00	0.00	9.54
12	0700-1500	8	4	0	1	0	2.67	0.00	0.67	0.00	
	1500-2300	8	4	0	1	0	2.67	0.00	0.67	0.00	
	2300-0700	8	3	0	1	0	2.00	0.00	0.67	0.00	
	Resource RN	12	1	0	0	0	1.00	0.00	0.00	0.00	10.33
11	0700-1500	8	4	0	0	0	2.91	0.00	0.00	0.00	
	1500-2300	8	4	0	0	0	2.91	0.00	0.00	0.00	
	2300-0700	8	2	0	1	0	1.45	0.00	0.73	0.00	
	Resource RN	12	1	0	0	0	1.09	0.00	0.00	0.00	9.09
10	0700-1500	8	4	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	4	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	1	0	1.60	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.80
9	0700-1500	8	4	0	0	0	3.56	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	1.78	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
8	0700-1500	8	3	0	0	0	3.00	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
7	0700-1500	8	3	0	0	0	3.43	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.43	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
6	0700-1500	8	3	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
5	0700-1500	8	3	0	0	0	4.80	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.20
4	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.20
3	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.20
2	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.20
1	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.20

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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:	**First Hill 11E**		
Unit/ Clinic Type:	**Nephrology (Sat-Sun)**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**23.3**	**Maximum # of Beds:**	**30**
Effective as of:	**2/27/2025**		

Census

Census	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)
30	0700-1500	8	9	0	3	0	2.40	0.00	0.80	0.00	
	1500-2300	8	9	0	3	0	2.40	0.00	0.80	0.00	
	2300-0700	8	7	0	2	0	1.87	0.00	0.53	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.80
29	0700-1500	8	9	0	3	0	2.48	0.00	0.83	0.00	
	1500-2300	8	8	0	3	0	2.21	0.00	0.83	0.00	
	2300-0700	8	7	0	2	0	1.93	0.00	0.55	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.83
28	0700-1500	8	9	0	3	0	2.57	0.00	0.86	0.00	
	1500-2300	8	8	0	3	0	2.29	0.00	0.86	0.00	
	2300-0700	8	7	0	2	0	2.00	0.00	0.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
27	0700-1500	8	9	0	3	0	2.67	0.00	0.89	0.00	
	1500-2300	8	8	0	3	0	2.37	0.00	0.89	0.00	
	2300-0700	8	6	0	2	0	1.78	0.00	0.59	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.19
26	0700-1500	8	8	0	3	0	2.46	0.00	0.92	0.00	
	1500-2300	8	8	0	3	0	2.46	0.00	0.92	0.00	
	2300-0700	8	6	0	2	0	1.85	0.00	0.62	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.23

25	0700-1500	8	8	0	2	0	2.56	0.00	0.64	0.00	
	1500-2300	8	8	0	2	0	2.56	0.00	0.64	0.00	
	2300-0700	8	6	0	2	0	1.92	0.00	0.64	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.96
24	0700-1500	8	8	0	2	0	2.67	0.00	0.67	0.00	
	1500-2300	8	7	0	2	0	2.33	0.00	0.67	0.00	
	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
23	0700-1500	8	7	0	2	0	2.43	0.00	0.70	0.00	
	1500-2300	8	7	0	2	0	2.43	0.00	0.70	0.00	
	2300-0700	8	5	0	2	0	1.74	0.00	0.70	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.70
22	0700-1500	8	7	0	2	0	2.55	0.00	0.73	0.00	
	1500-2300	8	7	0	2	0	2.55	0.00	0.73	0.00	
	2300-0700	8	5	0	2	0	1.82	0.00	0.73	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.09
21	0700-1500	8	7	0	2	0	2.67	0.00	0.76	0.00	
	1500-2300	8	7	0	2	0	2.67	0.00	0.76	0.00	
	2300-0700	8	5	0	2	0	1.90	0.00	0.76	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.52
20	0700-1500	8	7	0	2	0	2.80	0.00	0.80	0.00	
	1500-2300	8	6	0	2	0	2.40	0.00	0.80	0.00	
	2300-0700	8	5	0	2	0	2.00	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
19	0700-1500	8	6	0	2	0	2.53	0.00	0.84	0.00	
	1500-2300	8	6	0	2	0	2.53	0.00	0.84	0.00	
	2300-0700	8	5	0	2	0	2.11	0.00	0.84	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.68
18	0700-1500	8	6	0	1	0	2.67	0.00	0.44	0.00	
	1500-2300	8	6	0	1	0	2.67	0.00	0.44	0.00	
	2300-0700	8	4	0	2	0	1.78	0.00	0.89	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.89
17	0700-1500	8	6	0	1	0	2.82	0.00	0.47	0.00	
	1500-2300	8	6	0	1	0	2.82	0.00	0.47	0.00	
	2300-0700	8	4	0	2	0	1.88	0.00	0.94	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.41
16	0700-1500	8	5	0	1	0	2.50	0.00	0.50	0.00	
	1500-2300	8	5	0	1	0	2.50	0.00	0.50	0.00	
	2300-0700	8	4	0	2	0	2.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
15	0700-1500	8	5	0	1	0	2.67	0.00	0.53	0.00	
	1500-2300	8	5	0	1	0	2.67	0.00	0.53	0.00	
	2300-0700	8	4	0	1	0	2.13	0.00	0.53	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.07
14	0700-1500	8	5	0	1	0	2.86	0.00	0.57	0.00	
	1500-2300	8	5	0	1	0	2.86	0.00	0.57	0.00	
	2300-0700	8	4	0	1	0	2.29	0.00	0.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.71

13	0700-1500	8	4	0	1	0	2.46	0.00	0.62	0.00	
	1500-2300	8	4	0	1	0	2.46	0.00	0.62	0.00	
	2300-0700	8	3	0	1	0	1.85	0.00	0.62	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.62
12	0700-1500	8	4	0	1	0	2.67	0.00	0.67	0.00	
	1500-2300	8	4	0	1	0	2.67	0.00	0.67	0.00	
	2300-0700	8	3	0	1	0	2.00	0.00	0.67	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
11	0700-1500	8	4	0	0	0	2.91	0.00	0.00	0.00	
	1500-2300	8	4	0	0	0	2.91	0.00	0.00	0.00	
	2300-0700	8	2	0	1	0	1.45	0.00	0.73	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
10	0700-1500	8	4	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	4	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	1	0	1.60	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.80
9	0700-1500	8	4	0	1	0	3.56	0.00	0.89	0.00	
	1500-2300	8	3	0	1	0	2.67	0.00	0.89	0.00	
	2300-0700	8	2	0	0	0	1.78	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.78
8	0700-1500	8	3	0	0	0	3.00	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
7	0700-1500	8	3	0	0	0	3.43	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.43	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
6	0700-1500	8	3	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
5	0700-1500	8	3	0	0	0	4.80	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.20
4	0700-1500	8	2	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	4.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
3	0700-1500	8	2	0	0	0	5.33	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	5.33	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1500	8	2	0	0	0	8.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	8.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00

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Unit Information - First Hill 11E

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	X			
Unit Supervisor		X		
Break RN	X	X	X	X
HUC	X			
Case Manager	X			X
PT/OT/SLP	X			X
Chaplain	X			
ADT RN/NAC	X			
Nutrition/Dietary	X	X		X
EVS	X	X	X	X
Radiology	X	X		X
PSA	X	X	X	X
Wound Ostomy	X			
MSC	X	X	X	X
Stat RN	X	X	X	X
House FLoat RN	X	X	X	X
VAT, RT, Pharmacy	X	X	X	X
Transport	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:
- Monday through Friday we have an overlap nurse that starts at 1100 and is overlap for 12 hours to assist with admits, transfers, discharges, and flow

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

Description:
• For new transplant patients subtract 2 from census and add a nurse (if we have 28 patients look at the RNs needed for 26 patients and add a RN)

☑ Skill mix

Description:
You can substitute a RN for a NA-C

☑ Level of experience of nursing and patient care staff

Description:
Nurse Tech Role

☑ Need for specialized or intensive equipment

Description:
Peritoneal Dialysis Machines

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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:	**First Hill 11SW**										
Unit/ Clinic Type:	**Gyn Surgery**										
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**										
Average Daily Census:	**21**				**Maximum # of**		**29**				
Effective as of:	**2/27/2025**										
Census											
Census	**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)
29	0700-1500	8	9	0	3	0	2.48	0.00	0.83	0.00	
	1500-2300	8	8	0	3	0	2.21	0.00	0.83	0.00	
	2300-0700	8	7	0	3	0	1.93	0.00	0.83	0.00	
	Resource 1100-2330	12	1	0	0	0	0.41	0.00	0.00	0.00	9.52
28	0700-1500	8	8	0	3	0	2.29	0.00	0.86	0.00	
	1500-2300	8	8	0	3	0	2.29	0.00	0.86	0.00	
	2300-0700	8	7	0	3	0	2.00	0.00	0.86	0.00	
	Resource 1100-2330	12	1	0	0	0	0.43	0.00	0.00	0.00	9.57
27	0700-1500	8	8	0	3	0	2.37	0.00	0.89	0.00	
	1500-2300	8	8	0	3	0	2.37	0.00	0.89	0.00	
	2300-0700	8	7	0	3	0	2.07	0.00	0.89	0.00	
	Resource 1100-2330	12	1	0	0	0	0.44	0.00	0.00	0.00	9.93
26	0700-1500	8	8	0	3	0	2.46	0.00	0.92	0.00	
	1500-2300	8	8	0	3	0	2.46	0.00	0.92	0.00	
	2300-0700	8	7	0	2	0	2.15	0.00	0.62	0.00	
	Resource 1100-2330	12	1	0	0	0	0.46	0.00	0.00	0.00	10.00
25	0700-1500	8	8	0	3	0	2.56	0.00	0.96	0.00	
	1500-2300	8	8	0	3	0	2.56	0.00	0.96	0.00	
	2300-0700	8	7	0	2	0	2.24	0.00	0.64	0.00	
	Resource 1100-2330	12	1	0	0	0	0.48	0.00	0.00	0.00	10.40
24	0700-1500	8	7	0	3	0	2.33	0.00	1.00	0.00	
	1500-2300	8	7	0	3	0	2.33	0.00	1.00	0.00	
	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	

	Resource 1100-2330	12	1	0	0	0	0.50	0.00	0.00	0.00	9.83
23	0700-1500	8	7	0	3	0	2.43	0.00	1.04	0.00	
	1500-2300	8	7	0	3	0	2.43	0.00	1.04	0.00	
	2300-0700	8	6	0	2	0	2.09	0.00	0.70	0.00	
	Resource 1100-2330	12	1	0	0	0	0.52	0.00	0.00	0.00	10.26
22	0700-1500	8	7	0	2	0	2.55	0.00	0.73	0.00	
	1500-2300	8	7	0	2	0	2.55	0.00	0.73	0.00	
	2300-0700	8	6	0	2	0	2.18	0.00	0.73	0.00	
	Resource 1100-2330	12	1	0	0	0	0.55	0.00	0.00	0.00	10.00
21	0700-1500	8	7	0	2	0	2.67	2.67	2.67	2.67	
	1500-2300	8	7	0	2	0	2.67	2.67	2.67	2.67	
	2300-0700	8	5	0	2	0	1.90	1.90	1.90	1.90	
	Resource 1100-2330	12	1	0	0	0	0.57	0.57	0.57	0.57	9.71
20	0700-1500	8	6	0	2	0	2.40	0.00	0.80	0.00	
	1500-2300	8	6	0	2	0	2.40	0.00	0.80	0.00	
	2300-0700	8	5	0	2	0	2.00	0.00	0.80	0.00	
	Resource 1100-2330	12	1	0	0	0	0.60	0.00	0.00	0.00	9.80
19	0700-1500	8	6	0	2	0	2.53	0.00	0.84	0.00	
	1500-2300	8	6	0	2	0	2.53	0.00	0.84	0.00	
	2300-0700	8	5	0	2	0	2.11	0.00	0.84	0.00	
	Resource 1100-2330	12	1	0	0	0	0.63	0.00	0.00	0.00	10.32
18	0700-1500	8	6	0	2	0	2.67	0.00	0.89	0.00	
	1500-2300	8	6	0	2	0	2.67	0.00	0.89	0.00	
	2300-0700	8	5	0	2	0	2.22	0.00	0.89	0.00	
	Resource 1100-2330	12	1	0	0	0	0.67	0.00	0.00	0.00	10.89
17	0700-1500	8	6	0	2	0	2.82	0.00	0.94	0.00	
	1500-2300	8	6	0	2	0	2.82	0.00	0.94	0.00	
	2300-0700	8	4	0	1	0	1.88	0.00	0.47	0.00	
	Resource 1100-2330	12	1	0	0	0	0.71	0.00	0.00	0.00	10.59
16	0700-1500	8	5	0	1	0	2.50	0.00	0.50	0.00	
	1500-2300	8	5	0	1	0	2.50	0.00	0.50	0.00	
	2300-0700	8	4	0	1	0	2.00	0.00	0.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.50
15	0700-1500	8	5	0	1	0	2.67	0.00	0.53	0.00	
	1500-2300	8	5	0	1	0	2.67	0.00	0.53	0.00	
	2300-0700	8	4	0	1	0	2.13	0.00	0.53	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.07
14	0700-1500	8	5	0	1	0	2.86	0.00	0.57	0.00	
	1500-2300	8	5	0	1	0	2.86	0.00	0.57	0.00	
	2300-0700	8	4	0	1	0	2.29	0.00	0.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.71
13	0700-1500	8	4	0	1	0	2.46	0.00	0.62	0.00	
	1500-2300	8	4	0	1	0	2.46	0.00	0.62	0.00	
	2300-0700	8	4	0	1	0	2.46	0.00	0.62	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.23
12	0700-1500	8	4	0	1	0	2.67	0.00	0.67	0.00	
	1500-2300	8	4	0	1	0	2.67	0.00	0.67	0.00	
	2300-0700	8	3	0	1	0	2.00	0.00	0.67	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
	0700-1500	8	4	0	1	0	2.91	0.00	0.73	0.00	

11	1500-2300	8	4	0	1	0	2.91	0.00	0.73	0.00	
	2300-0700	8	3	0	1	0	2.18	0.00	0.73	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.18
10	0700-1500	8	4	0	1	0	3.20	0.00	0.80	0.00	
	1500-2300	8	3	0	0	0	2.40	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.40	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.80
9	0700-1500	8	3	0	1	0	2.67	0.00	0.89	0.00	
	1500-2300	8	3	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.89
8	0700-1500	8	3	0	0	0	3.00	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
7	0700-1500	8	3	0	0	0	3.43	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.43	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
6	0700-1500	8	2	0	0	0	2.67	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
5	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
4	0700-1500	8	2	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	4.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
3	0700-1500	8	2	0	0	0	5.33	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	5.33	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1500	8	2	0	0	0	8.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	8.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1500	8	2	0	0	0	16.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	16.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	16.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 11SW

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	X			
Supervisor		X		
Break RN	X	X	X	X
HUC	X	X		X
Case Manager	X			X
Phlebotomy	X	X	X	X
PT/OT/SLP	X	X	x	X
Chaplain	X	X		
ADT RN/NAC	X			
Nutrition/Dietary	X	X	x	X
EVS	X	X	x	X
Radiology	X	X	x	X
PSA	X	X	x	X
Wound/Ostomy RN	X			
MSC	X	X	x	X
STAT RN	X	X	x	X
House Float RN	X	X	x	X
VAT, RT, pharmacy, transport	X	X	x	X

Unit Information

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

☑ Level of experience of nursing and patient care staff

Description:
Mon-Fri 1100-2330 unassigned Resource RN if census >16
Refer to DIEP matrix when unit is on DIEP staffing:
Mon-Fri 1100-2330 unassigned Resource RN for census points above 16
DIEP Staffing- RN to take 2 patients from DOS to POD 1 at 0700
DIEP staffing- RN to take 3 patients from POD 1 0700-1500 (charge RN may take 1 pt)

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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

Unit/ Clinic Name:	**First Hill 12E**										
Unit/ Clinic Type:	**Oncology**										
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**										
Average Daily Census:	**24.5**				**Maximum # of**		**30**				
Effective as of:	**2/27/2025**										
Census											
Census	**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)
30	0700-1500	8	9	0	3	3	2.40	0.00	0.80	0.80	
	1500-2300	8	9	0	3	0	2.40	0.00	0.80	0.00	
	2300-0700	8	8	0	2	0	2.13	0.00	0.53	0.00	
	resource	12	1	0	0	0	0.40	0.00	0.00	0.00	10.27
29	0700-1500	8	9	0	3	0	2.48	0.00	0.83	0.00	
	1500-2300	8	9	0	3	0	2.48	0.00	0.83	0.00	
	2300-0700	8	8	0	2	0	2.21	0.00	0.55	0.00	
	resource	12	1	0	0	0	0.41	0.00	0.00	0.00	9.79
28	0700-1500	8	9	0	3	0	2.57	0.00	0.86	0.00	
	1500-1900	4	8	0	3	0	1.14	0.00	0.43	0.00	
	1900-2300	4	8	0	2	0	1.14	0.00	0.29	0.00	
	2300-700	8	7	0	2	0	2.00	0.00	0.57	0.00	
	resource	12	1	0	0	0	0.43	0.00	0.00	0.00	9.43
27	0700-1500	8	8	0	3	0	2.37	0.00	0.89	0.00	
	1500-1900	4	8	0	3	0	1.19	0.00	0.44	0.00	
	1900-2300	4	8	0	2	0	1.19	0.00	0.30		
	2300-0700	8	7	0	2	0	2.07	0.00	0.59	0.00	
	resource	12	1	0	0	0	0.44	0.00	0.00	0.00	9.48
26	0700-1500	8	8	0	3	0	2.46	0.00	0.92	0.00	
	1500-1900	4	8	0	3	0	1.23	0.00	0.46	0.00	
	1900-2300	4	8	0	2	0	1.23	0.00	0.31	0.00	
	2300-0700	8	7	0	2	0	2.15	0.00	0.62	0.00	
	resource	12	1	0	0	0	0.46	0.00	0.00	0.00	9.85
	0700-1500	8	8	0	3	0	2.56	0.00	0.96	0.00	

25	1500-1900	4	8	0	3	0	1.28	0.00	0.48	0.00	
	1900-2300	4	8	0	2	0	1.28	0.00	0.32	0.00	
	2300-0700	8	7	0	2	0	2.24	0.00	0.64	0.00	
	resource	12	1	0	0	0	0.48	0.00	0.00	0.00	10.24
24	0700-1500	8	8	0	2	0	2.67	0.00	0.67	0.00	
	1500-2300	8	7	0	2	0	2.33	0.00	0.67	0.00	
	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	
	resource	12	1	0	0	0	0.50	0.00	0.00	0.00	9.50
23	0700-1500	8	7	0	2	0	2.43	0.00	0.70	0.00	
	1500-2300	8	7	0	2	0	2.43	0.00	0.70	0.00	
	2300-0700	8	6	0	2	0	2.09	0.00	0.70	0.00	
	resource	12	1	0	0	0	0.52	0.00	0.00	0.00	9.57
22	0700-1500	8	7	0	2	0	2.55	0.00	0.73	0.00	
	1500-2300	8	7	0	2	0	2.55	0.00	0.73	0.00	
	2300-0700	8	6	0	2	0	2.18	0.00	0.73	0.00	
	resource	12	1	0	0	0	0.55	0.00	0.00	0.00	10.00
21	0700-1500	8	6	0	2	0	2.29	0.00	0.76	0.00	
	1500-2300	8	6	0	2	0	2.29	0.00	0.76	0.00	
	2300-0700	8	5	0	2	0	1.90	0.00	0.76	0.00	
	resource	12	1	0	0	0	0.57	0.00	0.00	0.00	9.33
20	0700-1500	8	6	0	2	0	2.40	0.00	0.80	0.00	
	1500-2300	8	6	0	2	0	2.40	0.00	0.80	0.00	
	2300-0700	8	5	0	2	0	2.00	0.00	0.80	0.00	
	resource	12	1	0	0	0	0.60	0.00	0.00	0.00	9.80
19	0700-1500	8	6	0	2	0	2.53	0.00	0.84	0.00	
	1500-2300	8	6	0	2	0	2.53	0.00	0.84	0.00	
	2300-0700	8	5	0	2	0	2.11	0.00	0.84	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.68
18	0700-1500	8	6	0	2	0	2.67	0.00	0.89	0.00	
	1500-2300	8	6	0	2	0	2.67	0.00	0.89	0.00	
	2300-0700	8	5	0	1	0	2.22	0.00	0.44	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.78
17	0700-1500	8	5	0	2	0	2.35	0.00	0.94	0.00	
	1500-2300	8	5	0	2	0	2.35	0.00	0.94	0.00	
	2300-0700	8	5	0	1	0	2.35	0.00	0.47	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.41
16	0700-1500	8	5	0	2	0	2.50	0.00	1.00	0.00	
	1500-2300	8	5	0	2	0	2.50	0.00	1.00	0.00	
	2300-0700	8	4	0	1	0	2.00	0.00	0.50	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.50
15	0700-1500	8	5	0	1	0	2.67	0.00	0.53	0.00	
	1500-2300	8	5	0	1	0	2.67	0.00	0.53	0.00	
	2300-0700	8	4	0	1	0	2.13	0.00	0.53	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.07

14	0700-1500	8	5	0	1	0	2.86	0.00	0.57	0.00	
	1500-2300	8	5	0	1	0	2.86	0.00	0.57	0.00	
	2300-0700	8	4	0	1	0	2.29	0.00	0.57	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.71
13	0700-1500	8	4	0	1	0	2.46	0.00	0.62	0.00	
	1500-2300	8	4	0	1	0	2.46	0.00	0.62	0.00	
	2300-0700	8	3	0	1	0	1.85	0.00	0.62	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	8.62
12	0700-1500	8	4	0	1	0	2.67	0.00	0.67	0.00	
	1500-2300	8	4	0	1	0	2.67	0.00	0.67	0.00	
	2300-0700	8	3	0	1	0	2.00	0.00	0.67	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
11	0700-1500	8	4	0	1	0	2.91	0.00	0.73	0.00	
	1500-2300	8	3	0	1	0	2.18	0.00	0.73	0.00	
	2300-0700	8	3	0	1	0	2.18	0.00	0.73	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.45
10	0700-1500	8	4	0	1	0	3.20	0.00	0.80	0.00	
	1500-2300	8	3	0	1	0	2.40	0.00	0.80	0.00	
	2300-0700	8	3	0	0	0	2.40	0.00	0.00	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
9	0700-1500	8	3	0	1	0	2.67	0.00	0.89	0.00	
	1500-2300	8	3	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.67	0.00	0.00	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	8.89
8	0700-1500	8	3	0	1	0	3.00	0.00	1.00	0.00	
	1500-2300	8	3	0	0	0	3.00	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	3.00	0.00	0.00	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	10.00
7	0700-1500	8	3	0	0	0	3.43	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.43	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
6	0700-1500	8	3	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	4.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	10.67
5	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
	resource	0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
4	0700-1500	8	2	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	4.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
	0700-1500	8	2	0	0	0	5.33	0.00	0.00	0.00	

3	1500-2300	8	2	0	0	0	5.33	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1500	8	2	0	0	0	8.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	8.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1500	8	2	0	0	0	16.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	16.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	16.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 12E

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	X			
Supervisor		X		
Break RN	X	X	X	X
HUC	X	X		X
Case Manager	X			X
Phlebotomy	X	X	X	X
PT/OT/SLP	X	X	x	X
Chaplain	X	X		
ADT RN/NAC	X			
Nutrition/Dietary	X	X	x	X
EVS	X	X	x	X
Radiology	X	X	x	X
PSA	X	X	x	X
Wound/Ostomy RN	X			
MSC	X	X	x	X
STAT RN	X	X	x	X
House Float RN	X	X	x	X
VAT, RT, pharmacy, transport	X	X	x	X

Unit Information

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

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

Description:
Patients are admitted to 12 East for a range of medical conditions, including chemotherapy administration, oncologic emergencies, tumor lysis syndrome, Disseminated Intravascular Coagulation (DIC), acute leukemia, neutropenic fever, and thrombocytopenia. These patients necessitate close monitoring and speciliazed nursing care.

☑ Skill mix

Description:
All staff are required to be BLS certified. Nurses are also certifed to adminster chemothepay, access port-a-caths, REMS trained and are requred to complete 12 hours of ocology specific education yearly. Furthermore, our nurses can pursure addional traning and certification to administer and monitor patients who are recieving treatment with Cellular Therapies. Nurses may also train to administer and monitor patients participating in clinical research trials for hematologic malignancies.

☑ Level of experience of nursing and patient care staff

Description:
1 year of oncology experience needed prior to chemotherapy certification

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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:	**First Hill 3-SOI**										
Unit/ Clinic Type:	**Ortho (M-F)**										
Unit/ Clinic Address:	**601 Broadway, Seattle, WA 98122**										
Average Daily Census:	**22.5**			**Maximum # of**		**28**					
Effective as of:	**2/27/2025**										
Census											
Census	**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)
28	0700-1100	4	8	0	3	0	1.14	0.00	0.43	0.00	
	1100-1500	4	10	0	3	0	1.43	0.00	0.43	0.00	
	1500-2300	8	9	0	2	0	2.57	0.00	0.57	0.00	
	2300-0700	8	7	0	2	0	2.00	0.00	0.57	0.00	9.14
27	0700-1100	4	8	0	2	0	1.19	0.00	0.30	0.00	
	1100-1500	4	10	0	2	0	1.48	0.00	0.30	0.00	
	1500-2300	8	9	0	2	0	2.67	0.00	0.59	0.00	
	2300-0700	8	7	0	2	0	2.07	0.00	0.59	0.00	9.19
26	0700-1100	4	8	0	2	0	1.23	0.00	0.31	0.00	
	1100-1500	4	10	0	2	0	1.54	0.00	0.31	0.00	
	1500-2300	8	9	0	2	0	2.77	0.00	0.62	0.00	
	2300-0700	8	6	0	2	0	1.85	0.00	0.62	0.00	9.23
25	0700-1100	4	8	0	2	0	1.28	0.00	0.32	0.00	
	1100-1500	4	10	0	2	0	1.60	0.00	0.32	0.00	
	1500-2300	8	9	0	2	0	2.88	0.00	0.64	0.00	
	2300-0700	8	6	0	2	0	1.92	0.00	0.64	0.00	9.60
24	0700-1100	4	7	0	2	0	1.17	0.00	0.33	0.00	
	1100-1500	4	9	0	2	0	1.50	0.00	0.33	0.00	
	1500-2300	8	8	0	2	0	2.67	0.00	0.67	0.00	
	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	9.33
23	0700-1100	4	7	0	2	0	1.22	0.00	0.35	0.00	
	1100-1500	4	9	0	2	0	1.57	0.00	0.35	0.00	
	1500-2300	8	8	0	2	0	2.78	0.00	0.70	0.00	
	2300-0700	8	6	0	2	0	2.09	0.00	0.70	0.00	9.74
	0700-1100	4	7	0	2	0	1.27	0.00	0.36	0.00	

22	1100-1500	4	9	0	2	0	1.64	0.00	0.36	0.00	
	1500-2300	8	8	0	2	0	2.91	0.00	0.73	0.00	
	2300-0700	8	5	0	2	0	1.82	0.00	0.73	0.00	9.82
21	0700-1100	4	6	0	2	0	1.14	0.00	0.38	0.00	
	1100-1500	4	8	0	2	0	1.52	0.00	0.38	0.00	
	1500-2300	8	7	0	2	0	2.67	0.00	0.76	0.00	
	2300-0700	8	5	0	2	0	1.90	0.00	0.76	0.00	9.52
20	0700-1100	4	6	0	2	0	1.20	0.00	0.40	0.00	
	1100-1500	4	8	0	2	0	1.60	0.00	0.40	0.00	
	1500-2300	8	7	0	2	0	2.80	0.00	0.80	0.00	
	2300-0700	8	5	0	1	0	2.00	0.00	0.40	0.00	9.60
19	0700-1100	4	6	0	2	0	1.26	0.00	0.42	0.00	
	1100-1500	4	8	0	2	0	1.68	0.00	0.42	0.00	
	1500-2300	8	7	0	1	0	2.95	0.00	0.42	0.00	
	2300-0700	8	5	0	1	0	2.11	0.00	0.42	0.00	9.68
18	0700-1100	4	6	0	1	0	1.33	0.00	0.22	0.00	
	1100-1500	4	8	0	1	0	1.78	0.00	0.22	0.00	
	1500-2300	8	7	0	1	0	3.11	0.00	0.44	0.00	
	2300-0700	8	5	0	1	0	2.22	0.00	0.44	0.00	9.78
17	0700-1100	4	6	0	1	0	1.41	0.00	0.24	0.00	
	1100-1500	4	8	0	1	0	1.88	0.00	0.24	0.00	
	1500-2300	8	7	0	1	0	3.29	0.00	0.47	0.00	
	2300-0700	8	4	0	1	0	1.88	0.00	0.47	0.00	9.88
16	0700-1100	4	5	0	1	0	1.25	0.00	0.25	0.00	
	1100-1500	4	7	0	1	0	1.75	0.00	0.25	0.00	
	1500-2300	8	6	0	1	0	3.00	0.00	0.50	0.00	
	2300-0700	8	4	0	1	0	2.00	0.00	0.50	0.00	9.50
15	0700-1100	4	5	0	1	0	1.33	0.00	0.27	0.00	
	1100-1500	4	7	0	1	0	1.87	0.00	0.27	0.00	
	1500-2300	8	5	0	1	0	2.67	0.00	0.53	0.00	
	2300-0700	8	4	0	1	0	2.13	0.00	0.53	0.00	9.60
14	0700-1100	4	5	0	1	0	1.43	0.00	0.29	0.00	
	1100-1500	4	7	0	1	0	2.00	0.00	0.29	0.00	
	1500-2300	8	4	0	1	0	2.29	0.00	0.57	0.00	
	2300-0700	8	4	0	1	0	2.29	0.00	0.57	0.00	9.71
13	0700-1100	4	4	0	1	0	1.23	0.00	0.31	0.00	
	1100-1500	4	6	0	1	0	1.85	0.00	0.31	0.00	
	1500-2300	8	4	0	1	0	2.46	0.00	0.62	0.00	
	2300-0700	8	3	0	1	0	1.85	0.00	0.62	0.00	9.23
12	0700-1100	4	4	0	1	0	1.33	0.00	0.33	0.00	
	1100-1500	4	6	0	1	0	2.00	0.00	0.33	0.00	
	1500-2300	8	4	0	1	0	2.67	0.00	0.67	0.00	
	2300-0700	8	3	0	1	0	2.00	0.00	0.67	0.00	10.00
11	0700-1100	4	4	0	0	0	1.45	0.00	0.00	0.00	
	1100-1500	4	6	0	0	0	2.18	0.00	0.00	0.00	
	1500-2300	8	4	0	0	0	2.91	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.18	0.00	0.00	0.00	8.73
10	0700-1100	4	3	0	1	0	1.20	0.00	0.40	0.00	
	1100-1500	4	4	0	1	0	1.60	0.00	0.40	0.00	

10	1500-2300	8	3	0	1	0	2.40	0.00	0.80	0.00	
	2300-0700	8	3	0	0	0	2.40	0.00	0.00	0.00	9.20
9	0700-1100	4	3	0	1	0	1.33	0.00	0.44	0.00	
	1100-1500	4	4	0	1	0	1.78	0.00	0.44	0.00	
	1500-2300	8	3	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.67	0.00	0.00	0.00	9.33
8	0700-1100	4	2	0	1	0	1.00	0.00	0.50	0.00	
	1100-1500	4	3	0	1	0	1.50	0.00	0.50	0.00	
	1500-2300	8	2	0	1	0	2.00	0.00	1.00	0.00	
	2300-0700	8	2	0	1	0	2.00	0.00	1.00	0.00	9.50
7	0700-1100	4	2	0	1	0	1.14	0.00	0.57	0.00	
	1100-1500	4	3	0	1	0	1.71	0.00	0.57	0.00	
	1500-2300	8	2	0	1	0	2.29	0.00	1.14	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	9.71
6	0700-1100	4	2	0	1	0	1.33	0.00	0.67	0.00	
	1100-1500	4	3	0	1	0	2.00	0.00	0.67	0.00	
	1500-2300	8	2	0	1	0	2.67	0.00	1.33	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.33
5	0700-1100	4	2	0	0	0	1.60	0.00	0.00	0.00	
	1100-1500	4	3	0	0	0	2.40	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.40
4	0700-1100	4	2	0	0	0	2.00	0.00	0.00	0.00	
	1100-1500	4	2	0	0	0	2.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	4.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
3	0700-1100	4	2	0	0	0	2.67	0.00	0.00	0.00	
	1100-1500	4	2	0	0	0	2.67	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	5.33	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1100	4	2	0	0	0	4.00	0.00	0.00	0.00	
	1100-1500	4	2	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	8.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1100	4	2	0	0	0	8.00	0.00	0.00	0.00	
	1100-1500	4	2	0	0	0	8.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	16.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	16.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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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:	**First Hill 3-SOI**		
Unit/ Clinic Type:	**Ortho (Sat-Sun)**		
Unit/ Clinic Address:	**601 Broadway, Seattle, WA 98122**		
Average Daily Census:	**22.5**	**Maximum # of Beds:**	**28**
Effective as of:	**2/27/2025**		
Census			

Census	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)
28	0700-1500	8	8	0	3	0	2.29	0.00	0.86	0.00	
	1500-2300	8	8	0	3	0	2.29	0.00	0.86	0.00	
	2300-0700	8	7	0	2	0	2.00	0.00	0.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.86
27	0700-1500	8	8	0	3	0	2.37	0.00	0.89	0.00	
	1500-2300	8	8	0	2	0	2.37	0.00	0.59	0.00	
	2300-0700	8	7	0	2	0	2.07	0.00	0.59	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.89
26	0700-1500	8	7	0	3	0	2.15	0.00	0.92	0.00	
	1500-2300	8	7	0	3	0	2.15	0.00	0.92	0.00	
	2300-0700	8	6	0	2	0	1.85	0.00	0.62	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.62
25	0700-1500	8	7	0	3	0	2.24	0.00	0.96	0.00	
	1500-2300	8	7	0	3	0	2.24	0.00	0.96	0.00	
	2300-0700	8	6	0	2	0	1.92	0.00	0.64	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.96
24	0700-1500	8	7	0	3	0	2.33	0.00	1.00	0.00	
	1500-2300	8	7	0	3	0	2.33	0.00	1.00	0.00	
	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
23	0700-1500	8	6	0	3	0	2.09	0.00	1.04	0.00	
	1500-2300	8	6	0	3	0	2.09	0.00	1.04	0.00	
	2300-0700	8	6	0	2	0	2.09	0.00	0.70	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.04

22	0700-1500	8	6	0	3	0	2.18	0.00	1.09	0.00	
	1500-2300	8	6	0	3	0	2.18	0.00	1.09	0.00	
	2300-0700	8	5	0	2	0	1.82	0.00	0.73	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.09
21	0700-1500	8	6	0	2	0	2.29	0.00	0.76	0.00	
	1500-2300	8	6	0	2	0	2.29	0.00	0.76	0.00	
	2300-0700	8	5	0	2	0	1.90	0.00	0.76	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.76
20	0700-1500	8	6	0	2	0	2.40	0.00	0.80	0.00	
	1500-2300	8	6	0	2	0	2.40	0.00	0.80	0.00	
	2300-0700	8	5	0	2	0	2.00	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.20
19	0700-1500	8	6	0	2	0	2.53	0.00	0.84	0.00	
	1500-2300	8	6	0	1	0	2.53	0.00	0.42	0.00	
	2300-0700	8	5	0	1	0	2.11	0.00	0.42	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.84
18	0700-1500	8	6	0	1	0	2.67	0.00	0.44	0.00	
	1500-2300	8	6	0	1	0	2.67	0.00	0.44	0.00	
	2300-0700	8	5	0	1	0	2.22	0.00	0.44	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.89
17	0700-1500	8	6	0	1	0	2.82	0.00	0.47	0.00	
	1500-2300	8	6	0	1	0	2.82	0.00	0.47	0.00	
	2300-0700	8	4	0	1	0	1.88	0.00	0.47	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.94
16	0700-1500	8	5	0	1	0	2.50	0.00	0.50	0.00	
	1500-2300	8	5	0	1	0	2.50	0.00	0.50	0.00	
	2300-0700	8	4	0	1	0	2.00	0.00	0.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.50
15	0700-1500	8	5	0	1	0	2.67	0.00	0.53	0.00	
	1500-2300	8	5	0	1	0	2.67	0.00	0.53	0.00	
	2300-0700	8	4	0	1	0	2.13	0.00	0.53	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.07
14	0700-1500	8	5	0	1	0	2.86	0.00	0.57	0.00	
	1500-2300	8	5	0	0	0	2.86	0.00	0.00	0.00	
	2300-0700	8	4	0	1	0	2.29	0.00	0.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
13	0700-1500	8	4	0	1	0	2.46	0.00	0.62	0.00	
	1500-2300	8	4	0	1	0	2.46	0.00	0.62	0.00	
	2300-0700	8	3	0	1	0	1.85	0.00	0.62	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.62
12	0700-1500	8	4	0	1	0	2.67	0.00	0.67	0.00	
	1500-2300	8	4	0	1	0	2.67	0.00	0.67	0.00	
	2300-0700	8	3	0	1	0	2.00	0.00	0.67	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
11	0700-1500	8	4	0	1	0	2.91	0.00	0.73	0.00	
	1500-2300	8	4	0	1	0	2.91	0.00	0.73	0.00	
	2300-0700	8	3	0	0	0	2.18	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.45

10	0700-1500	8	4	0	1	0	3.20	0.00	0.80	0.00	
	1500-2300	8	4	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.40	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
9	0700-1500	8	3	0	1	0	2.67	0.00	0.89	0.00	
	1500-2300	8	3	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.89
8	0700-1500	8	3	0	0	0	3.00	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.00	0.00	0.00	0.00	
	2300-0700	8	2	0	1	0	2.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
7	0700-1500	8	3	0	0	0	3.43	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.43	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
6	0700-1500	8	2	0	1	0	2.67	0.00	1.33	0.00	
	1500-2300	8	2	0	1	0	2.67	0.00	1.33	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.67
5	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
4	0700-1500	8	2	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	4.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
3	0700-1500	8	2	0	0	0	5.33	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	5.33	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1500	8	2	0	0	0	8.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	8.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1500	8	2	0	0	0	16.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	16.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	16.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 3SOI

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	X			
Supervisor		X		
Break RN	X 8hrday/8hrs noc 7days/wk	X	X	X
HUC	X	X		X
Case Manager	X			X
Phlebotomy	X	X	X	X
PT/OT/SLP	X	X	x	X
Chaplain	X	X		
ADT RN	X (8hrs-3 days per week) new			
Nutrition/Dietary	X	X	x	X
EVS	X	X	x	X
Radiology	X	X	x	X
PSA	X	X	x	X
Wound/Ostomy RN	X			
MSC	X	X	x	X
STAT RN	X	X	x	X
House Float RN	X	X	x	X
VAT, RT, pharmacy, transport	X	X	x	X
Equipment tech	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: Our orthopedic unit has a high number of surgeries that stay overnight creating a situation where we are discharging large number of patients usually between the hours of 10am and 3pm and also getting a whole new group of surgical patients during that time. Due to a higher number of patients going home through phase 2 we have also seen a bit of a shift to more patients coming back from surgery late afternoon and close to change of shift at 7pm. We also get medical patients from the ED when we have available beds. We also get unexpected admits from phase II who were not able to discharge. Our census is a rollercoaster and we are often at census points in the low 20's which is harder to run efficiently in comparison to other units that are always running close to full. Mondays have the highest number of surgeries and we often have to move medical patients to other units to make room for our surgeries. This is time consuming and disruptive to patient care.
There is an increase of ED admits after 11pm when our census drops down and as many as 4 admits designated to come to the floor. There is not always staff available to account for the increase in census and this creates a challenge for the night shift team.

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

Description:
The intensity of care needs on our unit is due to high churn, immobility and pain management needs. Our patients are all high fall risk resulting in caregivers having to be present and assist patients with mobility any time they get out of bed. The have IV's, drains, PNC's, cold therapy machines, SCD's which takes extra time to coordinate. Pain management can be very complex.
Due to many of our patients only staying overnight we have a short time to prepare the patient for discharge. There is a lot of coordination needed by the RN. Including the challenge of multiple provider groups with different ways to communication resulting in extensive time by the nurse to solve issues. A large number of our patients are not followed by SHM making coordination of care more challenging. Discharge instructions are time consuming.
We get a high number of hip fracture patients admitted from the ED. They often have dimentia and at risk for delirium and tend to require a lot of care.
Our unit has all private rooms so when we get medical patients its typically those who are on isolation, have complex wound care, or have behavioral needs.
Extra duties have been added to care that are time consuming such as ETCO2, interventions for quality measures such as foam dressing on our hip fx's.
Nurses have also been doing respiratory treatments when RT not staffed to their matrix.
In July we implemented a daily CHG bath and linen change for all surgical patients which has increase workload.
We are doing more straight caths to prevent Foley insertion
End tidal CO2 monitoring was implemented on the unit this year in addition to continuous pulse oximetry. There has been a lot of false alarms to adress.
Resource RN is scheduled Mon-Weds 11 am to 11:30pm; Thurs/Fri 11am to 730pm
If census 11-15, resource hours only 11a-3p; if census below 11 then no resource.
Overlap RN 11a-3p: charge RN in coordination w/ manager to determine overlap needs based on # of surgeries/DC's.
May substitute an RN for an NAC, and vice versa, if resources not available.

☑ Skill mix

Description:
Our matrix is built up to an 80/20 RN to NAC ratio depending on the census. Agency staff, travelers and floats require extra training/orientation for our specialized orthopedic needs such as PNC's, CPM's, how to mobilize orthopedic patients.

☑ Level of experience of nursing and patient care staff

Description:
We have 37 RN's of which 26 have 5 or more years of experience. We have 12Nac'S and 1 nurse tech.

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

Description:
We have all private rooms and attempt to place high fall risk patients close to the nurses station. The geography of the unit is larger than most nursing units. We have 3 pyxis machines to increase efficiency and reduce the distance walked as well as a supply cart outside each room. We are also in a separate building so RRT, CODE and support services have to travel farther. The charge nurse responds to RRT's and codes on SOI 4 and SOI 5 to help support the team.

☑ Other

Description:
Unpredictable surgical volumes which creates a very mixed population of surgical to medical patients. This can impact workflow due to the need to prioritize discharges yet provide timely care for our medical population.

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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:	**First Hill 4 SOI**										
Unit/ Clinic Type:	**Med/Onc Resp**										
Unit/ Clinic Address:	**601 Broadway, Seattle, WA 98122**										
Average Daily Census:	**27**				**Maximum # of Beds:**		**28**				
Effective as of:	**2/27/2025**										
Census											
Census	**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)
28	0700-1500	8	8	0	3	0	2.29	0.00	0.86	0.00	
	1500-2300	8	8	0	3	0	2.29	0.00	0.86	0.00	
	2300-0700	8	7	0	3	0	2.00	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
27	0700-1500	8	8	0	3	0	2.37	0.00	0.89	0.00	
	1500-2300	8	8	0	3	0	2.37	0.00	0.89	0.00	
	2300-0700	8	7	0	2	0	2.07	0.00	0.59	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.19
26	0700-1500	8	8	0	3	0	2.46	0.00	0.92	0.00	
	1500-2300	8	8	0	2	0	2.46	0.00	0.62	0.00	
	2300-0700	8	6	0	2	0	1.85	0.00	0.62	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.92
25	0700-1500	8	8	0	3	0	2.56	0.00	0.96	0.00	
	1500-2300	8	7	0	2	0	2.24	0.00	0.64	0.00	
	2300-0700	8	6	0	2	0	1.92	0.00	0.64	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.96
24	0700-1500	8	7	0	3	0	2.33	0.00	1.00	0.00	
	1500-2300	8	7	0	2	0	2.33	0.00	0.67	0.00	
	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
23	0700-1500	8	7	0	2	0	2.43	0.00	0.70	0.00	
	1500-2300	8	7	0	2	0	2.43	0.00	0.70	0.00	
	2300-0700	8	6	0	2	0	2.09	0.00	0.70	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.04

22	0700-1500	8	7	0	2	0	2.55	0.00	0.73	0.00	
	1500-2300	8	7	0	2	0	2.55	0.00	0.73	0.00	
	2300-0700	8	5	0	2	0	1.82	0.00	0.73	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.09
21	0700-1500	8	7	0	2	0	2.67	0.00	0.76	0.00	
	1500-2300	8	6	0	2	0	2.29	0.00	0.76	0.00	
	2300-0700	8	5	0	2	0	1.90	0.00	0.76	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
20	0700-1500	8	6	0	2	0	2.40	0.00	0.80	0.00	
	1500-2300	8	6	0	2	0	2.40	0.00	0.80	0.00	
	2300-0700	8	5	0	2	0	2.00	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.20
19	0700-1500	8	6	0	2	0	2.53	0.00	0.84	0.00	
	1500-2300	8	6	0	2	0	2.53	0.00	0.84	0.00	
	2300-0700	8	5	0	2	0	2.11	0.00	0.84	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.68
18	0700-1500	8	5	0	2	0	2.22	0.00	0.89	0.00	
	1500-2300	8	5	0	2	0	2.22	0.00	0.89	0.00	
	2300-0700	8	5	0	1	0	2.22	0.00	0.44	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.89
17	0700-1500	8	5	0	2	0	2.35	0.00	0.94	0.00	
	1500-2300	8	5	0	2	0	2.35	0.00	0.94	0.00	
	2300-0700	8	4	0	1	0	1.88	0.00	0.47	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.94
16	0700-1500	8	5	0	2	0	2.50	0.00	1.00	0.00	
	1500-2300	8	5	0	2	0	2.50	0.00	1.00	0.00	
	2300-0700	8	3	0	1	0	1.50	0.00	0.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
15	0700-1500	8	5	0	1	0	2.67	0.00	0.53	0.00	
	1500-2300	8	4	0	1	0	2.13	0.00	0.53	0.00	
	2300-0700	8	3	0	1	0	1.60	0.00	0.53	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
14	0700-1500	8	4	0	1	0	2.29	0.00	0.57	0.00	
	1500-2300	8	4	0	1	0	2.29	0.00	0.57	0.00	
	2300-0700	8	3	0	1	0	1.71	0.00	0.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
13	0700-1500	8	4	0	1	0	2.46	0.00	0.62	0.00	
	1500-2300	8	4	0	1	0	2.46	0.00	0.62	0.00	
	2300-0700	8	3	0	1	0	1.85	0.00	0.62	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.62
12	0700-1500	8	4	0	1	0	2.67	0.00	0.67	0.00	
	1500-2300	8	4	0	1	0	2.67	0.00	0.67	0.00	
	2300-0700	8	3	0	0	0	2.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.67
11	0700-1500	8	3	0	1	0	2.18	0.00	0.73	0.00	
	1500-2300	8	3	0	1	0	2.18	0.00	0.73	0.00	
	2300-0700	8	3	0	0	0	2.18	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
	0700-1500	8	3	0	1	0	2.40	0.00	0.80	0.00	

10	1500-2300	8	3	0	0	0	2.40	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.40	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
9	0700-1500	8	3	0	0	0	2.67	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	1.78	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	7.11
8	0700-1500	8	3	0	0	0	3.00	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
7	0700-1500	8	3	0	0	0	3.43	0.00	0.00	0.00	
	1500-2300	8	3	0	0	0	3.43	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.14
6	0700-1500	8	2	0	0	0	2.67	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.00
5	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	3.20	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
4	0700-1500	8	2	0	0	0	4.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	4.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
3	0700-1500	8	2	0	0	0	5.33	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	5.33	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1500	8	2	0	0	0	8.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	8.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1500	8	2	0	0	0	16.00	0.00	0.00	0.00	
	1500-2300	8	2	0	0	0	16.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	16.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 4SOI

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	X			
Supervisor		X		
Break RN	X	X	X	X
LPN	X	X	X	X
HUC	X	X		X
Case Manager	X			X
Phlebotomy	X	X	X	X
PT/OT/SLP	X	X		X
Chaplain	X	X		
ADT RN/NAC	X			
Nutrition/Dietary	X	X	x	X
EVS	X	X	x	X
Radiology	X	X	x	X
PSA	X	X	x	X
Wound/Ostomy RN	X			
MSC	X	X	x	X
STAT RN	X	X	x	X
House Float RN	X	X	x	X
VAT, RT, pharmacy, transport	X	X	x	X

Unit Information

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

☑ Skill mix

Description:
LPN- We currently include LPNs in our staffing matrix and substitue an LPN for an RN to support our caregivers. While it is not necessary to schedule an LPN for every shift, LPNs are counted in our overall staffing numbers.

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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:	**First Hill 5 SOI**										
Unit/ Clinic Type:	**Med/Surg Ortho**										
Unit/ Clinic Address:	**601 Broadway, Seattle, WA 98122**										
Average Daily Census:	**27**					**Maximum # of Beds:**		**28**			
Effective as of:	**2/27/2025**										
Census											
Census	**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)
28	0700-1900	12	8	0	3	0	3.43	0.00	1.29	0.00	
	1900-0700	12	7	0	3	0	3.00	0.00	1.29	0.00	
							0.00	0.00	0.00	0.00	9.00
27	0700-1900	12	8	0	2	0	3.56	0.00	0.89	0.00	
	1900-0700	12	7	0	3	0	3.11	0.00	1.33	0.00	
						0	0.00	0.00	0.00	0.00	8.89
26	0700-1900	12	8	0	2	0	3.69	0.00	0.92	0.00	
	1900-0700	12	6	0	4	0	2.77	0.00	1.85	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.23
25	0700-1900	12	7	0	2	0	3.36	0.00	0.96	0.00	
	1900-0700	12	6	0	4	0	2.88	0.00	1.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.12
24	0700-1900	12	7	0	2	0	3.50	0.00	1.00	0.00	
	1900-0700	12	5	0	4	0	2.50	0.00	2.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
23	0700-1900	12	7	0	2	0	3.65	0.00	1.04	0.00	
	1900-0700	12	5	0	4	0	2.61	0.00	2.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.39
22	0700-1900	12	7	0	2	0	3.82	0.00	1.09	0.00	
	1900-0700	12	5	0	4	0	2.73	0.00	2.18	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.82

21	0700-1900	12	7	0	2	0	4.00	0.00	1.14	0.00	
	1900-0700	12	5	0	3	0	2.86	0.00	1.71	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.71
20	0700-1900	12	6	0	2	0	3.60	0.00	1.20	0.00	
	1900-0700	12	5	0	3	0	3.00	0.00	1.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
19	0700-1900	12	6	0	2	0	3.79	0.00	1.26	0.00	
	1900-0700	12	5	0	3	0	3.16	0.00	1.89	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.11
18	0700-1900	12	6	0	2	0	4.00	0.00	1.33	0.00	
	1900-0700	12	4	0	2	0	2.67	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
17	0700-1900	12	6	0	1	0	4.24	0.00	0.71	0.00	
	1900-0700	12	4	0	2	0	2.82	0.00	1.41	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.18
16	0700-1900	12	5	0	1	0	3.75	0.00	0.75	0.00	
	1900-0700	12	4	0	2	0	3.00	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.00
15	0700-1900	12	5	0	1	0	4.00	0.00	0.80	0.00	
	1900-0700	12	4	0	2	0	3.20	0.00	1.60	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
14	0700-1900	12	5	0	1	0	4.29	0.00	0.86	0.00	
	1900-0700	12	4	0	1	0	3.43	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.43
13	0700-1900	12	5	0	1	0	4.62	0.00	0.92	0.00	
	1900-0700	12	4	0	1	0	3.69	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.15
12	0700-1900	12	5	0	1	0	5.00	0.00	1.00	0.00	
	1900-0700	12	3	0	1	0	3.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.00
11	0700-1900	12	3	0	0	0	3.27	0.00	0.00	0.00	
	1900-0700	12	3	0	1	0	3.27	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	7.64
10	0700-1900	12	3	0	0	0	3.60	0.00	0.00	0.00	
	1900-0700	12	3	0	1	0	3.60	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.40
9	0700-1900	12	2	0	0	0	2.67	0.00	0.00	0.00	
	1900-0700	12	2	0	1	0	2.67	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	6.67
8	0700-1900	12	2	0	0	0	3.00	0.00	0.00	0.00	
	1900-0700	12	2	0	1	0	3.00	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	7.50
7	0700-1900	12	2	0	0	0	3.43	0.00	0.00	0.00	
	1900-0700	12	2	0	1	0	3.43	0.00	1.71	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.57
6	0700-1900	12	2	0	0	0	4.00	0.00	0.00	0.00	
	1900-0700	12	2	0	1	0	4.00	0.00	2.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.00
5	0700-1900	12	2	0	0	0	4.80	0.00	0.00	0.00	
	1900-0700	12	2	0	1	0	4.80	0.00	2.40	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
4	0700-1900	12	2	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00

3	0700-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1900	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	12.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1900	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	24.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 5SOI

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	X			
Supervisor		X		
Meal Break Relief RN	X	X	X	X
LPN	X	X	X	X
HUC	X	X		X
Case Manager	X			X
Phlebotomy	X	X	X	X
PT/OT/SLP	X	X	x	X
Chaplain	X	X		
ADT RN/NAC	X			
Nutrition/Dietary	X	X	x	X
EVS	X	X	x	X
Radiology	X	X	x	X
PSA	X	X	x	X
Wound/Ostomy RN	X			
MSC	X	X	x	X
STAT RN	X	X	x	X
House Float RN	X	X	x	X
VAT, RT, pharmacy, transport	X	X	x	X

Unit Information

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

☑ Skill mix

Description:
LPN- We currently include LPNs in our staffing matrix and substitue an LPN for an RN to support our caregivers. While it is not necessary to schedule an LPN for every shift, LPNs are counted in our overall staffing numbers.

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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:	**First Hill 9SW**		
Unit/ Clinic Type:	**Med/Surg Acute**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**29**	**Maximum # of Beds:**	**30**
Effective as of:	**2/27/2025**		

Census

Census	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)
30	0700-1500	8	9	0	3	0	2.40	0.00	0.80	0.00	
	1500-1900	4	9	0	3	0	1.20	0.00	0.40	0.00	
	1900-2300	4	7	0	3	0	0.93	0.00	0.40	0.00	
	2300-0700	8	7	0	3	0	1.87	0.00	0.80	0.00	8.80
29	0700-1500	8	9	0	3	0	2.48	0.00	0.83	0.00	
	1500-1900	4	9	0	3	0	1.24	0.00	0.41	0.00	
	1900-2300	4	7	0	3	0	0.97	0.00	0.41	0.00	
	2300-0700	8	7	0	3	0	1.93	0.00	0.83	0.00	9.10
28	0700-1500	8	8	0	3	0	2.29	0.00	0.86	0.00	
	1500-1900	4	8	0	3	0	1.14	0.00	0.43	0.00	
	1900-2300	4	7	0	3	0	1.00	0.00	0.43	0.00	
	2300-0700	8	7	0	3	0	2.00	0.00	0.86	0.00	9.00
27	0700-1500	8	8	0	3	0	2.37	0.00	0.89	0.00	
	1500-1900	4	8	0	3	0	1.19	0.00	0.44	0.00	
	1900-2300	4	7	0	3	0	1.04	0.00	0.44	0.00	
	2300-0700	8	7	0	3	0	2.07	0.00	0.89	0.00	9.33
26	0700-1500	8	8	0	3	0	2.46	0.00	0.92	0.00	
	1500-1900	4	8	0	3	0	1.23	0.00	0.46	0.00	
	1900-2300	4	7	0	2	0	1.08	0.00	0.31	0.00	
	2300-0700	8	7	0	2	0	2.15	0.00	0.62	0.00	9.23
25	0700-1500	8	8	0	3	0	2.56	0.00	0.96	0.00	
	1500-1900	4	8	0	3	0	1.28	0.00	0.48	0.00	
	1900-2300	4	6	0	2	0	0.96	0.00	0.32	0.00	
	2300-0700	8	6	0	2	0	1.92	0.00	0.64	0.00	9.12
	0700-1500	8	8	0	2	0	2.67	0.00	0.67	0.00	

24	1500-1900	4	8	0	2	0	1.33	0.00	0.33	0.00	
	1900-2300	4	6	0	2	0	1.00	0.00	0.33	0.00	
	2300-0700	8	6	0	2	0	2.00	0.00	0.67	0.00	9.00
23	0700-1500	8	8	0	2	0	2.78	0.00	0.70	0.00	
	1500-1900	4	8	0	2	0	1.39	0.00	0.35	0.00	
	1900-2300	4	6	0	2	0	1.04	0.00	0.35	0.00	
	2300-0700	8	6	0	2	0	2.09	0.00	0.70	0.00	9.39
22	0700-1500	8	7	0	2	0	2.55	0.00	0.73	0.00	
	1500-1900	4	7	0	2	0	1.27	0.00	0.36	0.00	
	1900-2300	4	6	0	2	0	1.09	0.00	0.36	0.00	
	2300-0700	8	6	0	2	0	2.18	0.00	0.73	0.00	9.27
21	0700-1500	8	7	0	2	0	2.67	0.00	0.76	0.00	
	1500-1900	4	7	0	2	0	1.33	0.00	0.38	0.00	
	1900-2300	4	5	0	2	0	0.95	0.00	0.38	0.00	
	2300-0700	8	5	0	2	0	1.90	0.00	0.76	0.00	9.14
20	0700-1500	8	6	0	2	0	2.40	0.00	0.80	0.00	
	1500-1900	4	6	0	2	0	1.20	0.00	0.40	0.00	
	1900-2300	4	5	0	2	0	1.00	0.00	0.40	0.00	
	2300-0700	8	5	0	2	0	2.00	0.00	0.80	0.00	9.00
19	0700-1500	8	6	0	2	0	2.53	0.00	0.84	0.00	
	1500-1900	4	6	0	2	0	1.26	0.00	0.42	0.00	
	1900-2300	4	5	0	2	0	1.05	0.00	0.42	0.00	
	2300-0700	8	5	0	1	0	2.11	0.00	0.42	0.00	9.05
18	0700-1500	8	6	0	2	0	2.67	0.00	0.89	0.00	
	1500-1900	4	6	0	1	0	1.33	0.00	0.22	0.00	
	1900-2300	4	6	0	1	0	1.33	0.00	0.22	0.00	
	2300-0700	8	4	0	1	0	1.78	0.00	0.44	0.00	8.89
17	0700-1500	8	6	0	2	0	2.82	0.00	0.94	0.00	
	1500-1900	4	6	0	1	0	1.41	0.00	0.24	0.00	
	1900-2300	4	6	0	1	0	1.41	0.00	0.24	0.00	
	2300-0700	8	4	0	0	0	1.88	0.00	0.00	0.00	8.94
16	0700-1500	8	6	0	2	0	3.00	0.00	1.00	0.00	
	1500-1900	4	5	0	1	0	1.25	0.00	0.25	0.00	
	1900-2300	4	5	0	1	0	1.25	0.00	0.25	0.00	
	2300-0700	8	4	0	0	0	2.00	0.00	0.00	0.00	9.00
15	0700-1500	8	5	0	1	0	2.67	0.00	0.53	0.00	
	1500-1900	4	5	0	1	0	1.33	0.00	0.27	0.00	
	1900-2300	4	5	0	1	0	1.33	0.00	0.27	0.00	
	2300-0700	8	3	0	1	0	1.60	0.00	0.53	0.00	8.53
14	0700-1500	8	5	0	1	0	2.86	0.00	0.57	0.00	
	1500-1900	4	4	0	1	0	1.14	0.00	0.29	0.00	
	1900-2300	4	4	0	1	0	1.14	0.00	0.29	0.00	
	2300-0700	8	3	0	1	0	1.71	0.00	0.57	0.00	8.57
13	0700-1500	8	4	0	1	0	2.46	0.00	0.62	0.00	
	1500-1900	4	4	0	1	0	1.23	0.00	0.31	0.00	
	1900-2300	4	4	0	1	0	1.23	0.00	0.31	0.00	
	2300-0700	8	3	0	1	0	1.85	0.00	0.62	0.00	8.62
12	0700-1500	8	4	0	1	0	2.67	0.00	0.67	0.00	
	1500-1900	4	3	0	1	0	1.00	0.00	0.33	0.00	
	1900-2300	4	3	0	1	0	1.00	0.00	0.33	0.00	
	2300-0700	8	3	0	1	0	2.00	0.00	0.67	0.00	8.67
11	0700-1500	8	4	0	1	0	2.91	0.00	0.73	0.00	
	1500-1900	4	3	0	1	0	1.09	0.00	0.36	0.00	
	1900-2300	4	3	0	1	0	1.09	0.00	0.36	0.00	

	2300-0700	8	3	0	1	0	2.18	0.00	0.73	0.00	9.45
10	0700-1500	8	3	0	1	0	2.40	0.00	0.80	0.00	
	1500-1900	4	3	0	1	0	1.20	0.00	0.40	0.00	
	1900-2300	4	3	0	0	0	1.20	0.00	0.00	0.00	
	2300-0700	8	3	0	0	0	2.40	0.00	0.00	0.00	8.40
9	0700-1500	8	3	0	0	0	2.67	0.00	0.00	0.00	
	1500-1900	4	3	0	1	0	1.33	0.00	0.44	0.00	
	1900-2300	4	2	0	0	0	0.89	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	1.78	0.00	0.00	0.00	7.11
8	0700-1500	8	3	0	1	0	3.00	0.00	1.00	0.00	
	1500-1900	4	2	0	1	0	1.00	0.00	0.50	0.00	
	1900-2300	4	2	0	0	0	1.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.00	0.00	0.00	0.00	8.50
7	0700-1500	8	2	0	0	0	2.29	0.00	0.00	0.00	
	1500-1900	4	2	0	0	0	1.14	0.00	0.00	0.00	
	1900-2300	4	2	0	0	0	1.14	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.29	0.00	0.00	0.00	6.86
6	0700-1500	8	2	0	0	0	2.67	0.00	0.00	0.00	
	1500-1900	4	2	0	0	0	1.33	0.00	0.00	0.00	
	1900-2300	4	2	0	0	0	1.33	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	2.67	0.00	0.00	0.00	8.00
5	0700-1500	8	2	0	0	0	3.20	0.00	0.00	0.00	
	1500-1900	4	2	0	0	0	1.60	0.00	0.00	0.00	
	1900-2300	4	2	0	0	0	1.60	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	3.20	0.00	0.00	0.00	9.60
4	0700-1500	8	2	0	0	0	4.00	0.00	0.00	0.00	
	1500-1900	4	2	0	0	0	2.00	0.00	0.00	0.00	
	1900-2300	4	2	0	0	0	2.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	4.00	0.00	0.00	0.00	12.00
3	0700-1500	8	2	0	0	0	5.33	0.00	0.00	0.00	
	1500-1900	4	2	0	0	0	2.67	0.00	0.00	0.00	
	1900-2300	4	2	0	0	0	2.67	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	5.33	0.00	0.00	0.00	16.00
2	0700-1500	8	2	0	0	0	8.00	0.00	0.00	0.00	
	1500-1900	4	2	0	0	0	4.00	0.00	0.00	0.00	
	1900-2300	4	2	0	0	0	4.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	8.00	0.00	0.00	0.00	24.00
1	0700-1500	8	2	0	0	0	16.00	0.00	0.00	0.00	
	1500-1900	4	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-2300	4	2	0	0	0	8.00	0.00	0.00	0.00	
	2300-0700	8	2	0	0	0	16.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 9SW

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	X			
Supervisor		X		
HUC	X	X		X
Break Nurse	X	X	X	X
Case Manager	X			X
Phlebotomy	X	X	X	X
PT/OT/SLP	X	X	x	X
Chaplain	X	X		
ADT RN/NAC	X			
Nutrition/Dietary	X	X	x	X
EVS	X	X	x	X
Radiology	X	X	x	X
PSA	X	X	x	X
Wound/Ostomy RN	X			
MSC	X	X	x	X
STAT RN	X	X	x	X
House Float RN	X	X	x	X
VAT, RT, pharmacy, transport	X	X	x	X

Unit Information

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

☑ Skill mix

Description:
You can substitute an NAC for an RN, and vice versa to ensure adequate staffing.

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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:	**Swedish First Hill Dialysis**					
Unit/ Clinic Type:	**Internally Contracted Dialysis Team**					
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**					
Effective as of:	**2/27/2025**					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Sunday	0700-1930	12	5	0	0	0
	1100-2330	12	1	0	0	0
	1900-0700 (on call only)	12	2	0	0	0
Monday	0700-1930	12	5	0	0	0
	1100-2330	12	1	0	0	0
	1900-0700 (on call only)	12	2	0	0	0
Tuesday	0700-1930	12	5	0	0	0
	1100-2330	12	1	0	0	0
	1900-0700 (on call only)	12	2	0	0	0
Wednesday	0700-1930	12	5	0	0	0
	1100-2330	12	1	0	0	0
	1900-0700 (on call only)	12	2	0	0	0
Thursday	0700-1930	12	5	0	0	0
	1100-2330	12	1	0	0	0
	1900-0700 (on call only)	12	2	0	0	0
Friday	0700-1930	12	5	0	0	0
	1100-2330	12	1	0	0	0
	1900-0700 (on call only)	12	2	0	0	0
Saturday	0700-1930	12	5	0	0	0
	1100-2330	12	1	0	0	0
	1900-0700 (on call only)	12	2	0	0	0

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Unit Information - First Hill Dialysis

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dialysis Technician		X		X
MSC	X	X	X	X
Pharmacy	X	X	X	X

Unit Information

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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:	**First Hill Medical ICU and Surgical ICU**										
Unit/ Clinic Type:	**ICU**										
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**										
Average Daily Census:				**Maximum # of Beds:**		**32**					
Effective as of:	**2/27/2025**										
Census											
Census	**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)
32	0700-1900	12	22	0	2	0	8.3	0.0	0.8	0.0	
	1900-0700	12	22	0	2	0	8.3	0.0	0.8	0.0	
								0.0	0.0	0.0	18.00
31	0700-1900	12	22	0	2	0	8.5	0.0	0.8	0.0	
	1900-0700	12	22	0	2	0	8.5	0.0	0.8	0.0	
								0.0	0.0	0.0	18.58
30	0700-1900	12	21	0	2	0	8.4	0.0	0.8	0.0	
	1900-0700	12	21	0	2	0	8.4	0.0	0.8	0.0	
								0.0	0.0	0.0	18.40
29	0700-1900	12	21	0	2	0	8.7	0.0	0.8	0.0	
	1900-0700	12	21	0	2	0	8.7	0.0	0.8	0.0	
								0.0	0.0	0.0	19.03
28	0700-1900	12	20	0	2	0	8.6	0.0	0.9	0.0	
	1900-0700	12	20	0	2	0	8.6	0.0	0.9	0.0	
								0.0	0.0	0.0	18.86
27	0700-1900	12	20	0	2	0	8.9	0.0	0.9	0.0	
	1900-0700	12	20	0	2	0	8.9	0.0	0.9	0.0	
								0.0	0.0	0.0	19.56
26	0700-1900	12	19	0	2	0	8.8	0.0	0.9	0.0	
	1900-0700	12	19	0	2	0	8.8	0.0	0.9	0.0	
								0.0	0.0	0.0	19.38
25	0700-1900	12	19	0	2	0	9.1	0.0	1.0	0.0	
	1900-0700	12	19	0	2	0	9.1	0.0	1.0	0.0	
								0.0	0.0	0.0	20.16
	0700-1900	12	18	0	2	0	9.0	0.0	1.0	0.0	

24	1900-0700	12	18	0	2	0	9.0	0.0	1.0	0.0	
								0.0	0.0	0.0	20.00
	0700-1900	12	17	0	2	0	8.9	0.0	1.0	0.0	
23	1900-0700	12	17	0	2	0	8.9	0.0	1.0	0.0	
								0.0	0.0	0.0	19.83
	0700-1900	12	16	0	2	0	8.7	0.0	1.1	0.0	
22	1900-0700	12	16	0	2	0	8.7	0.0	1.1	0.0	
								0.0	0.0	0.0	19.64
	0700-1900	12	16	0	2	0	9.1	0.0	1.1	0.0	
21	1900-0700	12	16	0	2	0	9.1	0.0	1.1	0.0	
								0.0	0.0	0.0	20.57
	0700-1900	12	15	0	2	0	9.0	0.0	1.2	0.0	
20	1900-0700	12	15	0	2	0	9.0	0.0	1.2	0.0	
								0.0	0.0	0.0	20.40
	0700-1900	12	15	0	2	0	9.5	0.0	1.3	0.0	
19	1900-0700	12	15	0	2	0	9.5	0.0	1.3	0.0	
								0.0	0.0	0.0	21.47
	0700-1900	12	14	0	2	0	9.3	0.0	1.3	0.0	
18	1900-0700	12	14	0	2	0	9.3	0.0	1.3	0.0	
								0.0	0.0	0.0	21.33
	0700-1900	12	14	0	2	0	9.9	0.0	1.4	0.0	
17	1900-0700	12	14	0	2	0	9.9	0.0	1.4	0.0	
								0.0	0.0	0.0	22.59
	0700-1900	12	13	0	2	0	9.8	0.0	1.5	0.0	
16	1900-0700	12	13	0	2	0	9.8	0.0	1.5	0.0	
								0.0	0.0	0.0	22.50
	0700-1900	12	12	0	2	0	9.6	0.0	1.6	0.0	
15	1900-0700	12	12	0	2	0	9.6	0.0	1.6	0.0	
								0.0	0.0	0.0	22.40
	0700-1900	12	11	0	2	0	9.4	0.0	1.7	0.0	
14	1900-0700	12	11	0	2	0	9.4	0.0	1.7	0.0	
								0.0	0.0	0.0	22.29
	0700-1900	12	10	0	1	0	9.2	0.0	0.9	0.0	
13	1900-0700	12	10	0	1	0	9.2	0.0	0.9	0.0	
								0.0	0.0	0.0	20.31
	0700-1900	12	9	0	1	0	9.0	0.0	1.0	0.0	
12	1900-0700	12	9	0	1	0	9.0	0.0	1.0	0.0	
								0.0	0.0	0.0	20.00
	0700-1900	12	9	0	1	0	9.8	0.0	1.1	0.0	
11	1900-0700	12	9	0	1	0	9.8	0.0	1.1	0.0	
								0.0	0.0	0.0	21.82
	0700-1900	12	8	0	1	0	9.6	0.0	1.2	0.0	
10	1900-0700	12	8	0	1	0	9.6	0.0	1.2	0.0	
								0.0	0.0	0.0	21.60
	0700-1900	12	7	0	1	0	9.3	0.0	1.3	0.0	
9	1900-0700	12	7	0	1	0	9.3	0.0	1.3	0.0	
								0.0	0.0	0.0	21.33
	0700-1900	12	6	0	1	0	9.0	0.0	1.5	0.0	
8	1900-0700	12	6	0	1	0	9.0	0.0	1.5	0.0	
								0.0	0.0	0.0	21.00
	0700-1900	12	5	0	1	0	8.6	0.0	1.7	0.0	
7	1900-0700	12	5	0	1	0	8.6	0.0	1.7	0.0	

								0.0	0.0	0.0	20.57
6	0700-1900	12	4	0	1	0	8.0	0.0	2.0	0.0	
	1900-0700	12	4	0	1	0	8.0	0.0	2.0	0.0	
								0.0	0.0	0.0	20.00
5	0700-1900	12	4	0	1	0	9.6	0.0	2.4	0.0	
	1900-0700	12	4	0	1	0	9.6	0.0	2.4	0.0	
								0.0	0.0	0.0	24.00
4	0700-1900	12	3	0	1	0	9.0	0.0	3.0	0.0	
	1900-0700	12	3	0	0	0	9.0	0.0	0.0	0.0	
								0.0	0.0	0.0	21.00
3	0700-1900	12	3	0	0	0	12.0	0.0	0.0	0.0	
	1900-0700	12	3	0	0	0	12.0	0.0	0.0	0.0	
								0.0	0.0	0.0	24.00
2	0700-1900	12	3	0	0	0	18.0	0.0	0.0	0.0	
	1900-0700	12	3	0	0	0	18.0	0.0	0.0	0.0	
								0.0	0.0	0.0	36.00
1	0700-1900	12	2	0	0	0	24.0	0.0	0.0	0.0	
	1900-0700	12	2	0	0	0	24.0	0.0	0.0	0.0	
								0.0	0.0	0.0	48.00

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Unit Information - First Hill Medical ICU and Surgical ICU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Health Unit Coordinator	x	x	x	x
Break RN	x		x	x
Social Worker	x	x		x
Spiritual Care	x	x		x
Interpreters	x	x	x	x
EVS	x	x	x	x
MSC	x	x	x	x
Dietary	x	x		x
Security	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: URN: Assists with ADLs, admits/transfers/discharges, bedside procedures e.g. percutaneous tracheostomy, emergent procedures, MTP, etc., helps with breaks, assists across all pods, asssits with transfering patients to monitored floors, covers primary RN when they go to imaging/procedure, and can flex to admit if needed. Break RN: Provides break releif to primary RN to allow compliancy with staffing matrix and allow for uninterupted patient care. Break RN is responsible for patient flow, able to receive admission and transfer patient for primary nurse. HUC: An essential part of the MICU/SICU team and performs tasks that keep the unit running in an organized and safe manner. CNA: An essential part of the MICU/SICU team and aids the nurse in completing essential direct patient care activities that aids in achieving the unit's quality metrics. A nurse tech can be utilized if a CNA is unavailable: the nurse tech can perform the duties of the CNA, they may take on a higher level of responsbilbilty within their scope of practice. If patient requires a PSA this will be in addition to the scheduled NAC(s).

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

CRRT: 1:1 assignment Unstable Liver transplant first 12H post-op: 2 nurses: 1 patient. Unstable liver transplant may have any of the following: multiple vasoactive drips, frequent blood product transfusions, high drain output, frequent labs, hemodynamically unstable, CRRT. Stable Liver transplant first 6H post-op: 2 nurses: 1 patient if patient is stable. A stable liver transplant may have any of the following: Hemodynamically stable, minimal or few blood product transfusions, minimal drain output. MTP or bleeding/actively bleeding and/or receiving multiple blood products: 2:1 assignment Esophageal tamponade tube 1:1 assignment High acuity/Unstable prone: 1:1 assignment Organ procurement for brain death donor &/or DCD if going to the OR: 1:1 assignment TNK first 8H 1:1 assignment Artic Sun if actively rewarming 1:1 assignment Unstable patient/high acuity where RN needs to stay in room: 1:1 assignment Antibiotic desenitization 1:1 assignment IMCU/MedSurg Assignemnt: 1 nurse: 3 patients a long it is logistically possible with

☑ Skill mix

Description: ***All minimum speciality trained nurses need to be in addtion to each other e.g. total 8 speciality nurses each shift*** Required Speciliaty Trained Nurses: > 2 independant charges nurses with at least one able to perform staffing duties* > Minimum 2 CRRT Nurses * >Minimun 1 OR CRRT trained* >Minimum 2 Liver transplant Nurses * >Minimum 1 TEG trained nurse each shift* *These nurses with a specialisty skill set must be independent of each other e.g. a total of 8 different speciality trained nurses required at minimum per shift Break nurses and URNs preferred to have CRRT and liver training. Minimum 4 nurses with 2 or more years of ICU experience. At some censuses, night shift upstaffed to help mitigate lower experience level of RNs. Varying levels of specialty trained nurses may require up or down staffing.

☑ Level of experience of nursing and patient care staff

Description: .
At some censuses, night shift may be upstaffed to help mitigate lower experience level of nurses. Varying levels of specialty trained nurses may require up or down staffing. Minimum 4 nurses scheduled each shift with 2 or more years of experience. Break nurse preferred to have CRRT and Liver transplant training and 2 or more years of experience.

☑ Need for specialized or intensive equipment

Description: CRRT Machine, Level 1 Esopahegeal-gastric tamponade tube, HemoSphere/Cardiac Output Monitor, NICOM, TOF, Lumbar Drain, Artic Sun Blood warmer, BAIR hugger

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

Description: MICU and SICU on 2 different floors. Each floor has 3 seprate pods Only able to monitor patients phsyically located in the pod. SICU: Pod A/Front Pod staffs one RN-isolated/no other staff able to assist with monitoring patients, limited visibility/support, requires frequent rounding/assistance from URN. Pod B & Pod C staffs 1-3 RNs if typical 2:1 ICU ratio, more if 1:1 ICU ratio based off of acuity. Pods B & C are separted physically. Back Pod only allows for max 1 RN staffing if typical 2:1 ICU ratio in use- isolated/ no other staff able to assist with monitoring patients, limited visibility/support, requires frequent rounding/assistance from URN. MICU: Pod A/Front Pod staffs two RNs if typical 2:1 ICU ratio in use-isolated/poor visibility b/w 2 RNs in this pod, difficult for them to safely help eachother, limited visibility/support, requires frequent rounding/assistance from URN. Pod B & Pod C staffs 1-3 RNs if typical 2:1 ICU ratio, more if 1:1 ICU ratio based off of acuity. Pods B & C are separted physically. 1 pyxis with a fridge, 1 clean supply room, 1 clean equipment room, 1 dirty utility room and 1 nutrition room --> Nurses to have to leave thier pod frequentyl to gather medications, supplies, equipment, patient nutrional support. Front pod/POd A and back pod requires RN to have URN monitor thier patietns while they gather medications from the pyxis w/fridge, supplies, nutritional items, or equipment. Large equipment room only on SICU and is located away from patient care areas. Requires URN or HUC to gather needed equipment. As the MICU and SICU are on different floors sometimes the nurse and/HUC is required to go to the opposite floor than where thier patient assignment is in order to locate required equipment. Due to the geography of the unit depending on the patient census there may only be 2 nurses in a pod, this limits the availability of help increasing the demands on

☑ Other

Description:
Break relief nurses: Break relief nurses are core staff with preferred 2 years of experience, CRRT trained, and liver transplant trained. Break relief nurses are not float pool or agency nurses. > 1 break nurses for every 6 nurses. This is an 8 hour shift. If the number of bedside nurses is divisible by 6 then an additional break nurse for 4-8H should be added. If there are 1:1 Assignments then additional break relief nurses may be needed. > Due to the geography of the unit depending on the patient census there may only be 1 - 2 nurses in a pod, which may require an additional break relief nurse. Break relief nurses: Census 1 - 6 requires 1 break RN Census 7 - 12 requires 2 break RNs Census 13 - 19 requires 3 break RNs Census 19 - 22 requires 4 break RNs" Charges nurses are responsible for responding to all code blues and must respond to all RRT, Code BART, CODE STEMI, CODE PERT and Critical Care responses if there are no STAT nurses scheduled or available.

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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:	**First Hill 8E**										
Unit/ Clinic Type:	**IMCU**										
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**										
Average Daily Census:	**14.3**				**Maximum # of Beds:**		**16**				
Effective as of:	**2/27/2025**										
Census											
Census	**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)
16	0700-1900	12	8	0	2	0	6.00	0.00	1.50	0.00	
	1900-0700	12	8	0	1	0	6.00	0.00	0.75	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	14.25
15	0700-1900	12	7	0	2	0	5.60	0.00	1.60	0.00	
	1900-0700	12	7	0	1	0	5.60	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.60
14	0700-1900	12	7	0	2	0	6.00	0.00	1.71	0.00	
	1900-0700	12	7	0	1	0	6.00	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	14.57
13	0700-1900	12	7	0	2	0	6.46	0.00	1.85	0.00	
	1900-0700	12	7	0	1	0	6.46	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	15.69
12	0700-1900	12	6	0	2	0	6.00	0.00	2.00	0.00	
	1900-0700	12	6	0	1	0	6.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	15.00
11	0700-1900	12	5	0	1	0	5.45	0.00	1.09	0.00	
	1900-0700	12	5	0	1	0	5.45	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.09
10	0700-1900	12	5	0	1	0	6.00	0.00	1.20	0.00	
	1900-0700	12	5	0	1	0	6.00	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	14.40
9	0700-1900	12	4	0	1	0	5.33	0.00	1.33	0.00	
	1900-0700	12	4	0	1	0	5.33	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.33
	0700-1900	12	4	0	1	0	6.00	0.00	1.50	0.00	

8	1900-0700	12	4	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.50
7	0700-1900	12	4	0	1	0	6.86	0.00	1.71	0.00	
	1900-0700	12	4	0	0	0	6.86	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	15.43
6	0700-1900	12	3	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
5	0700-1900	12	3	0	0	0	7.20	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	14.40
4	0700-1900	12	2	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
3	0700-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1900	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	12.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1900	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	24.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 8E IMCU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Health Unit Coordinator	x	x	x	x
Break RN	x	x	x	x
Social Worker	x	x		x
Spiritual Care	x	x		x
Interpreters	x	x	x	x
EVS	x	x	x	x
MSC	x	x	x	x
Dietary	x	x		x
Security	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: Flex appropriately to anticipated unit census and changes.

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

Description: Flex appropriately to patient care needs and acuity as detirmined by staff and charge nurse.

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Level of experience of nursing and patient care staff

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Call systems

Washington State Department of HEALTH

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:	**First Hill ED**
Unit/ Clinic Type:	**Emergency Department**
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**
Average Daily Census:	**105.3**
Effective as of:	**2/27/2025**

Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	7am	12	8	0	0	4
	9am	12	11	0	0	4
	12pm	12	14	0	0	6
	3pm	12	16	0	0	6
	5pm	12	16	0	0	7
	7pm	12	17	0	0	7
	9pm	12	14	0	0	7
	12am	12	11	0	0	5
	3am	12	9	0	0	5
	5am	12	9	0	0	4
Tuesday	7am	12	8	0	0	4
	9am	12	11	0	0	4
	12pm	12	14	0	0	6
	3pm	12	16	0	0	6
	5pm	12	16	0	0	7
	7pm	12	17	0	0	7
	9pm	12	14	0	0	7
	12am	12	11	0	0	5
	3am	12	9	0	0	5
	5am	12	9	0	0	4
Wednesday	7am	12	8	0	0	4
	9am	12	11	0	0	4
	12pm	12	14	0	0	6
	3pm	12	16	0	0	6
	5pm	12	16	0	0	7
	7pm	12	17	0	0	7

	9pm	12	14	0	0	7
	12am	12	11	0	0	5
	3am	12	9	0	0	5
	5am	12	9	0	0	4
Thursday	7am	12	8	0	0	4
	9am	12	11	0	0	4
	12pm	12	14	0	0	6
	3pm	12	16	0	0	6
	5pm	12	16	0	0	7
	7pm	12	17	0	0	7
	9pm	12	14	0	0	7
	12am	12	11	0	0	5
	3am	12	9	0	0	5
	5am	12	9	0	0	4
Friday	7am	12	8	0	0	4
	9am	12	11	0	0	4
	12pm	12	14	0	0	6
	3pm	12	16	0	0	6
	5pm	12	16	0	0	7
	7pm	12	17	0	0	7
	9pm	12	14	0	0	7
	12am	12	11	0	0	5
	3am	12	9	0	0	5
	5am	12	9	0	0	4
Saturday	7am	12	8	0	0	4
	9am	12	11	0	0	4
	12pm	12	14	0	0	6
	3pm	12	16	0	0	6
	5pm	12	16	0	0	7
	7pm	12	17	0	0	7
	9pm	12	14	0	0	7
	12am	12	11	0	0	5
	3am	12	9	0	0	5
	5am	12	9	0	0	4
Sunday	7am	12	8	0	0	4
	9am	12	11	0	0	4
	12pm	12	14	0	0	6
	3pm	12	16	0	0	6
	5pm	12	16	0	0	7
	7pm	12	17	0	0	7
	9pm	12	14	0	0	7
	12am	12	11	0	0	5
	3am	12	9	0	0	5
	5am	12	9	0	0	4

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Unit Information - First Hill ED

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Health Unit Coordinator	x	x	x	x
Break RN	x	x	x	x
Social Worker	x	x	X	x
Spiritual Care	x	x		x
Interpreters	x	x	x	x
EVS	x	x	x	x
MSC	x	x	x	x
Dietary	x	x		x
Security	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: Flex appropriately to anticipated unit census and changes.

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

Description: Flex appropriately to patient care needs and acuity as detirmined by staff and charge nurse.

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Level of experience of nursing and patient care staff

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Call systems

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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:	**First Hill 10SW**		
Unit/ Clinic Type:	**Telemetry**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**19**	**Maximum # of Beds:**	**20**
Effective as of:	**2/27/2025**		

Census

Census	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	0700-1900	12	7	0	3	0	4.20	0.00	1.80	0.00	
	1900-0700	12	6	0	2	0	3.60	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.80
19	0700-1900	12	6	0	2	0	3.79	0.00	1.26	0.00	
	1900-0700	12	6	0	2	0	3.79	0.00	1.26	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.11
18	0700-1900	12	6	0	2	0	4.00	0.00	1.33	0.00	
	1900-0700	12	6	0	2	0	4.00	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.67
17	0700-1900	12	6	0	2	0	4.24	0.00	1.41	0.00	
	1900-0700	12	6	0	2	0	4.24	0.00	1.41	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.29
16	0700-1900	12	5	0	2	0	3.75	0.00	1.50	0.00	
	1900-0700	12	5	0	2	0	3.75	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.50
15	0700-1900	12	5	0	2	0	4.00	0.00	1.60	0.00	
	1900-0700	12	5	0	1	0	4.00	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.40
14	0700-1900	12	5	0	1	0	4.29	0.00	0.86	0.00	
	1900-0700	12	5	0	1	0	4.29	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.29

13	0700-1900	12	5	0	1	0	4.62	0.00	0.92	0.00	
	1900-0700	12	5	0	1	0	4.62	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.08
12	0700-1900	12	5	0	0	0	5.00	0.00	0.00	0.00	
	1900-0700	12	5	0	0	0	5.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.00
11	0700-1900	12	5	0	0	0	5.45	0.00	0.00	0.00	
	1900-0700	12	5	0	0	0	5.45	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.91
10	0700-1900	12	5	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	5	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
9	0700-1900	12	4	0	0	0	5.33	0.00	0.00	0.00	
	1900-0700	12	4	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.67
8	0700-1900	12	4	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	4.50	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.50
7	0700-1900	12	3	0	0	0	5.14	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	5.14	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.29
6	0700-1900	12	3	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
5	0700-1900	12	3	0	0	0	7.20	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	14.40
4	0700-1901	12	3	0	0	0	9.00	0.00	0.00	0.00	
	1900-0701	12	2	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	15.00
3	0700-1902	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-0702	12	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1903	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1900-0703	12	2	0	0	0	12.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1904	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1900-0704	12	2	0	0	0	24.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 10SW Tele

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Health Unit Coordinator	x	x	x	x
Break RN	x	x	x	x
Social Worker	x	x		x
Spiritual Care	x	x		x
Interpreters	x	x	x	x
EVS	x	x	x	x
MSC	x	x	x	x
Dietary	x	x		x
Security	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: Flex appropriately to anticipated unit census and changes.

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

Description: Flex appropriately to patient care needs and acuity as detirmined by staff and charge nurse.

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Level of experience of nursing and patient care staff

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Call systems

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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:	**First Hill 7SW**		
Unit/ Clinic Type:	**Telemetry**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**24**	**Maximum # of Beds:**	**30**
Effective as of:	**2/27/2025**		

Census

Census	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)
30	0700-1900	12	10	0	5	0	4.00	0.00	2.00	0.00	
	1900-0700	12	9	0	3	0	3.60	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.80
29	0700-1900	12	10	0	5	0	4.14	0.00	2.07	0.00	
	1900-0700	12	9	0	2	0	3.72	0.00	0.83	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.76
28	0700-1900	12	10	0	5	0	4.29	0.00	2.14	0.00	
	1900-0700	12	8	0	2	0	3.43	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.71
27	0700-1900	12	9	0	4	0	4.00	0.00	1.78	0.00	
	1900-0700	12	8	0	2	0	3.56	0.00	0.89	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.22
26	0700-1900	12	9	0	4	0	4.15	0.00	1.85	0.00	
	1900-0700	12	8	0	2	0	3.69	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.62
25	0700-1900	12	9	0	4	0	4.32	0.00	1.92	0.00	
	1900-0700	12	8	0	2	0	3.84	0.00	0.96	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.04
24	0700-1900	12	8	0	4	0	4.00	0.00	2.00	0.00	
	1900-0700	12	7	0	2	0	3.50	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.50
	0700-1900	12	8	0	4	0	4.17	0.00	2.09	0.00	

23	1900-0700	12	7	0	2	0	3.65	0.00	1.04	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.96
	0700-1900	12	8	0	3	0	4.36	0.00	1.64	0.00	
22	1900-0700	12	7	0	2	0	3.82	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.91
	0700-1900	12	8	0	3	0	4.57	0.00	1.71	0.00	
21	1900-0700	12	7	0	2	0	4.00	0.00	1.14	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.43
	0700-1900	12	7	0	3	0	4.20	0.00	1.80	0.00	
20	1900-0700	12	6	0	2	0	3.60	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.80
	0700-1900	12	6	0	2	0	3.79	0.00	1.26	0.00	
19	1900-0700	12	6	0	2	0	3.79	0.00	1.26	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.11
	0700-1900	12	6	0	2	0	4.00	0.00	1.33	0.00	
18	1900-0700	12	6	0	2	0	4.00	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.67
	0700-1900	12	6	0	2	0	4.24	0.00	1.41	0.00	
17	1900-0700	12	6	0	2	0	4.24	0.00	1.41	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.29
	0700-1900	12	5	0	2	0	3.75	0.00	1.50	0.00	
16	1900-0700	12	5	0	2	0	3.75	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.50
	0700-1900	12	5	0	2	0	4.00	0.00	1.60	0.00	
15	1900-0700	12	5	0	1	0	4.00	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.40
	0700-1900	12	5	0	1	0	4.29	0.00	0.86	0.00	
14	1900-0700	12	5	0	1	0	4.29	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.29
	0700-1900	12	5	0	1	0	4.62	0.00	0.92	0.00	
13	1900-0700	12	5	0	1	0	4.62	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.08
	0700-1900	12	5	0	0	0	5.00	0.00	0.00	0.00	
12	1900-0700	12	5	0	0	0	5.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.00
	0700-1900	12	5	0	0	0	5.45	0.00	0.00	0.00	
11	1900-0700	12	5	0	0	0	5.45	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.91
	0700-1900	12	5	0	0	0	6.00	0.00	0.00	0.00	
10	1900-0700	12	5	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
	0700-1900	12	4	0	0	0	5.33	0.00	0.00	0.00	
9	1900-0700	12	4	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.67
	0700-1900	12	4	0	0	0	6.00	0.00	0.00	0.00	
8	1900-0700	12	3	0	0	0	4.50	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	10.50
7	0700-1900	12	3	0	0	0	5.14	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	5.14	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.29
6	0700-1900	12	3	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
5	0700-1900	12	3	0	0	0	7.20	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	14.40
4	0700-1901	12	3	0	0	0	7.20	0.00	0.00	0.00	
	1900-0701	12	2	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.20
3	0700-1902	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-0702	12	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1903	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1900-0703	12	2	0	0	0	12.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1904	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1900-0704	12	2	0	0	0	24.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - First Hill 7SW Tele

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Health Unit Coordinator	x	x	x	x
Break RN	x	x	x	x
Social Worker	x	x		x
Spiritual Care	x	x		x
Interpreters	x	x	x	x
EVS	x	x	x	x
MSC	x	x	x	x
Dietary	x	x		x
Security	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: Flex appropriately to anticipated unit census and changes.

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

Description: Flex appropriately to patient care needs and acuity as detirmined by staff and charge nurse.

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Level of experience of nursing and patient care staff

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Call systems

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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:	**First Hill Swedish Orthopedic Institute (SOI)**			
Unit/ Clinic Type:	**Periop**			
Unit/ Clinic Address:	**601 Broadway, Seattle, WA 98122**			
Effective as of:	**2/27/2025**			
Room assignment				
Room assignment	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	2	0	0	1
2	1	0	0	1
3	1	0	0	1
4	1	0	0	1
5	1	0	0	1
6	1	0	0	1
7	1	0	0	1
8	1	0	0	1
9	1	0	0	1

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Unit Information - First Hill SOI-Periop

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Specialty Charge RN/Acute Care Charge RN	X	X		
OR facilitator/Surgical Coordinator SEIU	X			
Lead Surgical technician	X	X		
Senior Operating Room Assistant	X	X		

Unit Information

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

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

Description: As we increase the number and duration of ORs in use, we need more PCTs, RNs, and Surgical techs for setups, turnovers, and breaks

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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

Unit/ Clinic Name:	**SOI Preop**										
Unit/ Clinic Type:	**Swedish Orthopedic Institute Day Surgery Preop**										
Unit/ Clinic Address:	**601 Broadway, Seattle, WA 98122**										
Average Daily Census:						**Maximum # of**	**14**				
Effective as of:	**2/27/2025**										
# of Procedures											
# of Procedures	**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)
30	0530-1400	8	2	0	0	0	0.53	0.00	0.00	0.00	
	0530-1600	10	5	0	2	0	1.67	0.00	0.67	0.00	
	0530-1800	12	2	0	0	0	0.80	0.00	0.00	0.00	
	1000-2030	0	0	0	0	0	0.00	0.00	0.00	0.00	3.67
25	0530-1400	8	1	0	0	0	0.32	0.00	0.00	0.00	
	0530-1600	10	5	0	2	0	2.00	0.00	0.80	0.00	
	0530-1800	12	1	0	0	0	0.48	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	3.60
20	0530-1400	8	1	0	0	0	0.40	0.00	0.00	0.00	
	0530-1600	10	4	0	2	0	2.00	0.00	1.00	0.00	
	0530-1800	12	1	0	0	0	0.60	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	4.00
15	0530-1400	8	1	0	0	0	0.53	0.00	0.00	0.00	
	0530-1600	10	3	0	2	0	2.00	0.00	1.33	0.00	
	0530-1800	12	1	0	0	0	0.80	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	4.67
10	0530-1400	8	1	0	0	0	0.80	0.00	0.00	0.00	
	0530-1600	10	2	0	1	0	2.00	0.00	1.00	0.00	
	0530-1800	12	1	0	0	0	1.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	5.00
9	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	1	0	2.22	0.00	2.00	0.00	
	0530-1800	12	1	0	0	0	1.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	5.56
	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	

8	0530-1600	10	2	0	1	0	2.50	0.00	2.00	0.00	
	0530-1800	12	1	0	0	0	1.50	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	6.00
7	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	1	0	2.86	0.00	2.00	0.00	
	0530-1800	12	1	0	0	0	1.71	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	6.57
6	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	1	0	3.33	0.00	2.00	0.00	
	0530-1800	12	1	0	0	0	2.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	7.33
5	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	1	0	4.00	0.00	2.00	0.00	
	0530-1800	12	1	0	0	0	2.40	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	8.40
4	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	1	0	5.00	0.00	2.50	0.00	
	0530-1800	12	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	7.50
3	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	1	0	6.67	0.00	3.33	0.00	
	0530-1800	12	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	10.00
2	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	1	0	1	0	5.00	0.00	5.00	0.00	
	0530-1800	12	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	10.00
1	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	1	0	1	0	10.00	0.00	10.00	0.00	
	0530-1800	12	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	20.00

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Unit Information - SOI PreOp

Additional Care Team Members (none of below staff are mandatory to run the OR rooms)

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge RN	x	x		
Supervisor	x	x		
HUC	x	x		

Unit Information

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

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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:	**SOI Phase II**										
Unit/ Clinic Type:	**Swedish Orthopedic Institute Day Surgery Postop Recovery**										
Unit/ Clinic Address:	**600 Broadway, Seattle, WA 98122**										
Average Daily Census:						**Maximum # of Beds:**	**14**				
Effective as of:	**2/27/2025**										
Metric: Please select											
# of Procedures	**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	1000-2030	10	5	0	1	0	2.50	0.00	0.50	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	
		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	3.00
15	1000-2030	10	4	0	1	0	2.67	0.00	0.67	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	
		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	3.33
10	1000-2030	10	3	0	1	0	3.00	0.00	1.00	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	
		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	
		0	0	0	0	0	0.00	0.00	0.00	0.00	4.00
5	1000-2030	10	3	0	1	0	6.00	0.00	2.00	0.00	8.00
4	1000-2030	10	2	0	1	0	5.00	0.00	2.50	0.00	7.50
3	1000-2030	10	1	0	1	0	3.33	0.00	3.33	0.00	6.67
2	1000-2030	10	1	0	1	0	5.00	0.00	5.00	0.00	10.00
1	1000-2030	10	1	0	1	0	10.00	0.00	10.00	0.00	20.00

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Unit Information - SOI PostOp

Additional Care Team Members (none of below staff are mandatory to run the OR rooms)

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge RN	x	x		
Supervisor	x	x		
HUC	x	x		

Unit Information

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

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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:	**First Hill SOI**					
Unit/ Clinic Type:	**PACU**					
Unit/ Clinic Address:	**600 Broadway, Seattle, WA 98122**					
Effective as of:	**2/27/2025**					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
2	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
3	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
4	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
5	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
6	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
7	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
8	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
9	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
10	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
11	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
12	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0

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FH SOI PACU - Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
No additional care team members				

Unit Information

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

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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:	**First Hill South Tower Surgery (STS)**
Unit/ Clinic Type:	**Periop**
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**
Effective as of:	**2/27/2025**

Room assignment

Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	0700-1500	8	1	0	2	1
	1500-1700	2	1	0	2	1
	1700-1930	2	1	0	0	1
2	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1930	2	1	0	0	1
3	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1930	2	0	0	0	0
4	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1930	2	0	0	0	0
5	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1930	2	0	0	0	0
6	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1930	2	0	0	0	0
7	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1930	2	0	0	0	0
8	0700-1500	8	1	0	0	1
	1500-1700	2	0	0	0	0
	1700-1930	2	0	0	0	0
9	0700-1500	8	1	0	0	1
	1500-1700	0	0	0	0	0
	1700-1930	0	0	0	0	0

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Unit Information - First Hill STS Periop

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
HUC	1	0	Unit closed	Unit closed
pca	2	2	Unit closed	Unit closed
Equipment Tech	1	0	Unit closed	Unit closed
SCNs buffer for room coverage, meal breaks.	3	3 till 5pm	Unit closed	Unit closed
ST coordinator supports room readiness and turnover.	Day			

Unit Information

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

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

Mostly ASA 1 and 11

☑ Level of experience of nursing and patient care staff

Mostly tenured plus newly boarded staff post graduate from perio-101 program

Washington State Department of HEALTH

DOH 346-154

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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:	**First Hill South Tower Surgery Preop**										
Unit/ Clinic Type:	**South Tower Day Surgery Preop**										
Unit/ Clinic Address:	**747 Broadway, Seattle WA 98122**										
Average Daily Census:						**Maximum # of Beds:**	**9**				
Effective as of:	**2/27/2025**										
# of Procedures											
# of Procedures	**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)
47	0530-1400	8	2	0	0	0	0.34	0.00	0.00	0.00	
	0530-1600	10	5	0	2	0	1.06	0.00	0.43	0.00	
	0530-1800	12	2	0	1	0	0.51	0.00	0.26	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	2.60
41	0530-1400	8	2	0	0	0	0.39	0.00	0.00	0.00	
	0530-1600	10	4	0	2	0	0.98	0.00	0.49	0.00	
	0530-1800	12	2	0	1	0	0.59	0.00	0.29	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	2.73
35	0530-1400	8	2	0	0	0	0.46	0.00	0.00	0.00	
	0530-1600	10	4	0	2	0	1.14	0.00	0.57	0.00	
	0530-1800	12	2	0	0	0	0.69	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	2.86
30	0530-1400	8	2	0	0	0	0.53	0.00	0.00	0.00	
	0530-1600	10	4	0	2	0	1.33	0.00	0.67	0.00	
	0530-1800	12	2	0	0	0	0.80	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	3.33
25	0530-1400	8	2	0	0	0	0.64	0.00	0.00	0.00	
	0530-1600	10	3	0	2	0	1.20	0.00	0.80	0.00	
	0530-1800	12	2	0	0	0	0.96	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	3.60
20	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	4	0	2	0	2.00	0.00	1.00	0.00	
	0530-1800	12	2	0	0	0	1.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	4.20
	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	

15	0530-1600	10	3	0	1	0	2.00	0.00	0.67	0.00	
	0530-1800	12	2	0	1	0	1.60	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	5.07
10	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	1	0	2.00	0.00	1.00	0.00	
	0530-1800	12	2	0	0	0	2.40	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	5.40
9	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	3	0	0	0	3.33	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	1.33	0.00	4.67
		0	0	0	0	0	0.00	0.00	0.00	0.00	
8	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	3	0	0	0	3.75	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	1.50	0.00	5.25
		0	0	0	0	0	0.00	0.00	0.00	0.00	
7	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	3	0	0	0	4.29	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	1.71	0.00	6.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
6	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	3	0	0	0	5.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	2.00	0.00	7.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	0	0	4.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	2.40	0.00	6.40
		0	0	0	0	0	0.00	0.00	0.00	0.00	
4	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	2	0	0	0	5.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	3.00	0.00	8.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
3	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	1	0	0	0	3.33	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	4.00	0.00	7.33
		0	0	0	0	0	0.00	0.00	0.00	0.00	
2	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	1	0	0	0	5.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	6.00	0.00	11.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	
1	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	
	0530-1600	10	1	0	0	0	10.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	12.00	0.00	22.00
		0	0	0	0	0	0.00	0.00	0.00	0.00	

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Unit Information - STS PreOp

Additional Care Team Members (none of below staff are mandatory to run the OR rooms)

	Shift Coverage			
Occupation	Day	Evening	Night	Weekend
Charge RN	x	x		
Supervisor	x	x		
HUC	x	x		

Unit Information

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

Washington State Department of HEALTH

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:	**First Hill STS**
Unit/ Clinic Type:	**PACU**
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**
Effective as of:	**2/27/2025**

Room assignment

Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
2	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
3	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
4	0700-1530	8	0	0	1	0
	1530-2130	6	0	0	1	0
5	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
6	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
7	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
8	0700-1530	8	0	0	1	0
	1530-2130	6	0	0	0	0
9	0700-1530	8	1	0	0	0
	1530-2130	6	1	0	0	0
10	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
11	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0
12	0700-1530	8	0	0	0	0
	1530-2130	6	0	0	0	0

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FH STS PACU - Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
No additional care team members				

Unit Information

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

Washington State Department of HEALTH

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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:	**First Hill Main**
Unit/ Clinic Type:	**Periop**
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**
Effective as of:	**2/27/2025**

Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	1	0	0	1
	1900-2300	4	1	0	0	1
	2300-0700	8	1	0	0	1
2	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	1	0	0	1
	1900-2300	4	1	0	0	1
	2300-0700	8	0	0	0	0
3	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	1	0	0	1
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
4	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	1	0	0	1
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
5	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	1	0	0	1
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1

6	1700-1900	2	1	0	0	1
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
7	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	1	0	0	1
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
8	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
9	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
10	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
11	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
12	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
13	0700-1500	8	1	0	0	1
	1500-1700	2	1	0	0	1
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
14	0700-1500	8	1	0	0	1
	1500-1700	2	0	0	0	0
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
15	0700-1500	8	1	0	0	1
	1500-1700	2	0	0	0	0
	1700-1900	2	0	0	0	0

	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
16	0700-1500	8	1	0	0	1
	1500-1700	2	0	0	0	0
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0
17	0700-1500	8	1	0	0	1
	1500-1700	2	0	0	0	0
	1700-1900	2	0	0	0	0
	1900-2300	4	0	0	0	0
	2300-0700	8	0	0	0	0

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Unit Information - First Hill Main Periop

Additional Care Team Members (none of below staff are mandatory to run the OR rooms)

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Unit Charge RN	x	x	x	x
Supervisor	x	x		
Specialty Charge RN	x			
OR facilitator/Surgical Coordinator SEIU	x	x	x	
Lead Surgical technician	x			
Senior Operating Room Assistant	x	x		x
Operating Room Assistant	x	x		x
Equipment Tech	x			
HUC	x	x		x

Unit Information

Washington State Department of HEALTH

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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

Unit/ Clinic Name:	**First Hill Main Surgery Preop**										
Unit/ Clinic Type:	**Main Surgery Preop**										
Unit/ Clinic Address:	**747 Broadway, Seattle WA 98122**										
Average Daily Census:					**Maximum # of Beds:**		**17**				
Effective as of:	**2/27/2025**										
# of Procedures											
# of Procedures	**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)
46	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	3.57
	0530-1600	10	6	0	2	0	1.30	0.00	0.43	0.00	
	0530-1800	12	5	0	2	0	1.30	0.00	0.52	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
41	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	3.46
	0530-1600	10	5	0	2	0	1.22	0.00	0.49	0.00	
	0530-1800	12	5	0	1	0	1.46	0.00	0.29	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
35	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	4.06
	0530-1600	10	5	0	2	0	1.43	0.00	0.57	0.00	
	0530-1800	12	5	0	1	0	1.71	0.00	0.34	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
30	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	4.33
	0530-1600	10	5	0	2	0	1.67	0.00	0.67	0.00	
	0530-1800	12	4	0	1	0	1.60	0.00	0.40	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
25	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	4.32
	0530-1600	10	4	0	2	0	1.60	0.00	0.80	0.00	
	0530-1800	12	3	0	1	0	1.44	0.00	0.48	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
20	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	4.90
	0530-1600	10	3	0	2	0	1.50	0.00	1.00	0.00	
	0530-1800	12	3	0	1	0	1.80	0.00	0.60	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
15	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	5.07
	0530-1600	10	3	0	1	0	2.00	0.00	0.67	0.00	

15	0530-1800	12	2	0	1	0	1.60	0.00	0.80	0.00	5.07
		0	0	0	0	0	0.00	0.00	0.00	0.00	
10	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	6.60
	0530-1600	10	2	0	1	0	2.00	0.00	1.00	0.00	
	0530-1800	12	2	0	1	0	2.40	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
9	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	4.67
	0530-1600	10	3	0	0	0	3.33	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
8	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	5.25
	0530-1600	10	3	0	0	0	3.75	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
7	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	6.00
	0530-1600	10	3	0	0	0	4.29	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	1.71	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
6	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	7.00
	0530-1600	10	3	0	0	0	5.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	2.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	6.40
	0530-1600	10	2	0	0	0	4.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	2.40	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
4	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	8.00
	0530-1600	10	2	0	0	0	5.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	3.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
3	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	0.00
	0530-1600	10	1	0	0	0	3.33	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	4.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
2	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	11.00
	0530-1600	10	1	0	0	0	5.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	6.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
1	0530-1400	8	0	0	0	0	0.00	0.00	0.00	0.00	22.00
	0530-1600	10	1	0	0	0	10.00	0.00	0.00	0.00	
	0530-1800	12	0	0	1	0	0.00	0.00	12.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

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Unit Information

Additional Care Team Members (none of below staff are mandatory to run the OR rooms)

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge RN	x	x		
Supervisor	x	x		
HUC	x	x		

Unit Information

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

Washington State Department of HEALTH

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:	**First Hill Main**
Unit/ Clinic Type:	**PACU - PeriOp**
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**
Effective as of:	**2/27/2025**

Room assignment

Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
2	0700-1530	8	0	0	0	0
	1530-2330	8	0	0	0	0
3	0700-1530	8	1	0	0	0
	1530-2300	8	1	0	0	0
	0700-1930 (Sat,Sun)	12	1	0	0	0
4	0700-1530	8	1	0	1	0
	1530-2330	8	1	0	1	0
5	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
	0700-1930 (Sat,Sun)	12	1	0	0	0
6	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
7	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
8	0700-1530	8	0	0	1	0
	1530-2330	8	0	0	1	0
9	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
10	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
11	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
12	0700-1530	8	0	0	1	0
	1530-2330	8	0	0	1	0
13	0700-1530	8	1	0	0	0

13	1530-2330	8	1	0	0	0
14	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
15	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
16	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
17	0700-1530	8	1	0	0	0
	1530-2330	8	1	0	0	0
18	0700-1530	8	0	0	0	0
	1530-2330	8	0	0	0	0

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DOH 346-154

Unit Information - Main PACU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
No additional care team members				

Unit Information

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

Washington State Department of HEALTH

DOH 346-154

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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:	**First Hill Main/South Tower Surgery**		
Unit/ Clinic Type:	**Pre-Post/CPOD**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:		**Maximum # of Beds:**	**34**
Effective as of:	**2/27/2025**		

# of Procedures	**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)
34	0530-1600	10	17	0	4	0	5.00	0.00	1.18	0.00	
	1100-2130	10	1	0	2	0	0.29	0.00	0.59	0.00	
	1300-2330	10	1	0	2	0	0.29	0.00	0.59	0.00	7.94
33	0530-1600	10	17	0	4	0	5.15	0.00	1.21	0.00	
	1100-2130	10	7	0	2	0	2.12	0.00	0.61	0.00	
	1300-2330	10	7	0	2	0	2.12	0.00	0.61	0.00	11.82
32	0530-1600	10	17	0	4	0	5.31	0.00	1.25	0.00	
	1100-2130	10	7	0	2	0	2.19	0.00	0.63	0.00	
	1300-2330	10	7	0	2	0	2.19	0.00	0.63	0.00	12.19
31	0530-1600	10	17	0	4	0	5.48	0.00	1.29	0.00	
	1100-2130	10	7	0	2	0	2.26	0.00	0.65	0.00	
	1300-2330	10	7	0	2	0	2.26	0.00	0.65	0.00	12.58
30	0530-1600	10	15	0	4	0	5.00	0.00	1.33	0.00	
	1100-2130	10	7	0	2	0	2.33	0.00	0.67	0.00	
	1300-2330	10	7	0	2	0	2.33	0.00	0.67	0.00	12.33
29	0530-1600	10	15	0	4	0	5.17	0.00	1.38	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.55
28	0530-1600	10	15	0	4	0	5.36	0.00	1.43	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.79

27	0530-1600	10	13	0	4	0	4.81	0.00	1.48	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.30
26	0530-1600	10	13	0	4	0	5.00	0.00	1.54	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.54
25	0530-1600	10	13	0	4	0	5.20	0.00	1.60	0.00	
	1100-2130	10	6	0	0	0	2.40	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	9.20
24	0530-1600	10	13	0	4	0	5.42	0.00	1.67	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.08
23	0530-1600	10	12	0	4	0	5.22	0.00	1.74	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.96
22	0530-1600	10	12	0	3	0	5.45	0.00	1.36	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.82
21	0530-1600	10	12	0	3	0	5.71	0.00	1.43	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.14
20	0530-1600	10	12	0	3	0	6.00	0.00	1.50	0.00	
	1100-2130	10	5	0	0	0	2.50	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	10.00
19	0530-1600	10	11	0	3	0	5.79	0.00	1.58	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.37
18	0530-1600	10	11	0	3	0	6.11	0.00	1.67	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.78
17	0530-1600	10	10	0	2	0	5.88	0.00	1.18	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.06
16	0530-1600	10	10	0	2	0	6.25	0.00	1.25	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.50
15	0530-1600	10	9	0	2	0	6.00	0.00	1.33	0.00	
	1100-2130	10	5	0	0	0	3.33	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	10.67
14	0530-1600	10	9	0	2	0	6.43	0.00	1.43	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.86
13	0530-1600	10	7	0	1	0	5.38	0.00	0.77	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.15
	0530-1600	10	7	0	1	0	5.83	0.00	0.83	0.00	

12	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.67
11	0530-1600	10	6	0	1	0	5.45	0.00	0.91	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.36
10	0530-1600	10	6	0	1	0	6.00	0.00	1.00	0.00	
	1100-2130	10	3	0	0	0	3.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	10.00
9	0530-1600	10	5	0	1	0	5.56	0.00	1.11	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	6.67
8	0530-1600	10	5	0	1	0	6.25	0.00	1.25	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.50
7	0530-1600	10	4	0	1	0	5.71	0.00	1.43	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	7.14
6	0530-1600	10	4	0	1	0	6.67	0.00	1.67	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	8.33
5	0530-1600	10	3	0	1	0	6.00	0.00	2.00	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	8.00
4	0530-1600	10	3	0	1	0	7.50	0.00	2.50	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	10.00
3	0530-1600	10	3	0	1	0	10.00	0.00	3.33	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	13.33
2	0530-1600	10	3	0	1	0	15.00	0.00	3.33	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	18.33
1	0530-1600	10	3	0	1	0	30.00	0.00	3.33	0.00	
	1100-2130	10	0	0	0	0	0.00	0.00	0.00	0.00	
	1300-2330	10	0	0	0	0	0.00	0.00	0.00	0.00	33.33

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DOH 346-154

Unit Information - Pre/Post CPOD

Additional Care Team Members (none of below staff are mandatory to run the OR rooms)

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge RN	x	x		
Supervisor	x	x		
HUC	x	x		

Unit Information

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

Washington State Department of HEALTH

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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:	**First Hill**
Unit/ Clinic Type:	**Endoscopy**
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**
Effective as of:	**2/27/2025**

Room assignment

Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	0700-1500	8	1	0	0	1
	1500-1700	4	1	0	0	1
	1700-1830	1.5	1	0	0	1
2	0700-1500	8	1	0	0	1
	1500-1700	4	1	0	0	1
	1700-1830	1.5	1	0	0	1
3	0700-1500	8	1	0	0	1
	1500-1700	4	1	0	0	1
	1700-1830	1.5	1	0	0	1
4	0700-1500	8	1	0	0	1
	1500-1700	4	1	0	0	1
	1700-1830	1.5	0	0	0	1
5	0700-1500	8	1	0	0	1
	1500-1700	4	1	0	0	1
	1700-1830	1.5	0	0	0	1

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Unit Information - ENDO

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
UAP = Endo Tech	x	On-Call - Standby for urgent cases	On-Call - Standby for urgent cases	On-Call - Standby for urgent cases

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: Flex appropriately to anticipated unit procedural census and changes.

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

Description: Flex appropriately to patient care needs and acuity as detirmined by staff and charge nurse.

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Level of experience of nursing and patient care staff

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Specialized procedural equipment is stored in secure locations / procedural rooms

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

Description:
We have a mix of privte (airborne / contact precautions) / semi-private spaces for nursing staff to monitor all types of patients. Procedure rooms within short/medium walking distance from admission/recovery spaces. Each procedural room has it's own pyxis machine along with a central pyxis unit near our charge desk. Procedural equipment is secured in the procedural units &/or approved outcoves.

☑ Other

Description:
Unpredictable inpatient volumes which creates a very mixed population of inpatients to outpatients. This can impact workflow due to the need to triage and prioritize patient procedures.

Washington State Department of HEALTH

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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:	**First Hill**
Unit/ Clinic Type:	**Itervention Radiology**
Unit/ Clinic Address	**747 Broadway, Seattle, WA 98122**
Effective as of:	**2/27/2025**

Room assignment

Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	0700-1530	8.5	1	0	0	2
	1530-1730	2	1	0	0	2
2	0700-1530	8.5	1	0	0	2
	1530-1730	2	1	0	0	2
3	0700-1530	8.5	1	0	0	1
	1530-1730	2	1	0	0	1
4	0700-1530	8.5	1	0	0	0
	1530-1730	2	1	0	0	0

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Unit Information - IR

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
UAP = Radiology Tech	x	On-Call - Standby for urgent cases	On-Call - Standby for urgent cases	On-Call - Standby for urgent cases

Unit Information

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

☑ Activity such as patient

Description: Flex appropriately to anticipated unit procedural census and changes.

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

Description: Flex appropriately to patient care needs and acuity as detirmined by staff and charge nurse.

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.
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☑ Level of experience of nursing and patient care staff

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Locked procedural doors & locked supply / medication cabinets

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

Description:
We have a mix of privte / semi-private spaces for nursing staff to monitor all types of patients. Procedure rooms within short walking distance from admission/recovery spaces. Each procedural room has it's own pyxis machine along with a central pyxis unit at our charge desk. Procedural equipment is secured in the procedural spaces.

☑ Other

Description:
Unpredictable inpatient volumes which creates a very mixed population of inpatients to outpatients. This can impact workflow due to the need to triage and prioritize patient 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 Name:	**First Hill Preadmission Clinic**					
Unit/ Clinic Type:	**Ambulatory Inpatient Clinic**					
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**					
Effective as of:	**2/27/2025**					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (0800-1630)	8	17	0	0	9
Tuesday	Day (0800-1630)	8	17	0	0	9
Wednesday	Day (0800-1630)	8	17	0	0	9
Thursday	Day (0800-1630)	8	17	0	0	9
Friday	Day (0800-1630)	8	17	0	0	9

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Unit Information - First Hill Preadmission Clinic

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Medical Assistant	X			
ARNP	X			

Unit Information

DOH 346-154

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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:	**First Hill 5SW**		
Unit/ Clinic Type:	**Antepartum**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**10.7**	**Maximum # of Beds:**	**20**
Effective as of:	**2/27/2025**		

Census	**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	0700-1900	12	8	0	0	0	4.80	0.00	0.00	0.00	9.60
	1900-0700	12	8	0	0	0	4.80	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
19	0700-1900	12	8	0	0	0	5.05	0.00	0.00	0.00	10.11
	1900-0700	12	8	0	0	0	5.05	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
18	0700-1900	12	7	0	0	0	4.67	0.00	0.00	0.00	9.33
	1900-0700	12	7	0	0	0	4.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
17	0700-1900	12	7	0	0	0	4.94	0.00	0.00	0.00	9.88
	1900-0700	12	7	0	0	0	4.94	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
16	0700-1900	12	6	0	0	0	4.50	0.00	0.00	0.00	9.00
	1900-0700	12	6	0	0	0	4.50	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
15	0700-1900	12	6	0	0	0	4.80	0.00	0.00	0.00	9.60
	1900-0700	12	6	0	0	0	4.80	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
14	0700-1900	12	6	0	0	0	5.14	0.00	0.00	0.00	10.29
	1900-0700	12	6	0	0	0	5.14	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
13	0700-1900	12	5	0	0	0	4.62	0.00	0.00	0.00	9.23
	1900-0700	12	5	0	0	0	4.62	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
12	0700-1900	12	5	0	0	0	5.00	0.00	0.00	0.00	10.00
	1900-0700	12	5	0	0	0	5.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
11	0700-1900	12	4	0	0	0	4.36	0.00	0.00	0.00	8.73
	1900-0700	12	4	0	0	0	4.36	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	0700-1900	12	4	0	0	0	4.80	0.00	0.00	0.00	

10	1900-0700	12	4	0	0	0	4.80	0.00	0.00	0.00	9.60
		0	0	0	0	0	0.00	0.00	0.00	0.00	
9	0700-1900	12	4	0	0	0	5.33	0.00	0.00	0.00	10.67
	1900-0700	12	4	0	0	0	5.33	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
8	0700-1900	12	3	0	0	0	4.50	0.00	0.00	0.00	9.00
	1900-0700	12	3	0	0	0	4.50	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
7	0700-1900	12	3	0	0	0	5.14	0.00	0.00	0.00	10.29
	1900-0700	12	3	0	0	0	5.14	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
6	0700-1900	12	3	0	0	0	6.00	0.00	0.00	0.00	12.00
	1900-0700	12	3	0	0	0	6.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	0700-1900	12	3	0	0	0	7.20	0.00	0.00	0.00	14.40
	1900-0700	12	3	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
4	0700-1900	12	3	0	0	0	9.00	0.00	0.00	0.00	18.00
	1900-0700	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	
3	0700-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	16.00
	1900-0700	12	2	0	0	0	8.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
2	0700-1900	12	2	0	0	0	12.00	0.00	0.00	0.00	24.00
	1900-0700	12	2	0	0	0	12.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
1	0700-1900	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00
	1900-0700	12	2	0	0	0	24.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

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Unit Information - Antepartum

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Break RN	x		x	x
Health Unit Coordinator	x			x
Cultural Navigator	x			x
Social Worker	x			x
EVS	x		x	x
MSC	X			X
Dietary	X		x	X
Security	x		X	x
Spiritual Care	X			X
Shift Doulas	X		X	X
Lab Techs	X		X	X
VAT Team	X		X	X
Chemical Dependency Counselor	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:
Increasing acuity of Antepartum patients and shorter inpatient stays require additional staff to insure patient safety and adhere to AWHONN Perinatal Staffing Standards for our patient population

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

Description: Acuity varies greatly each shift. Staffing is done with acuity in mind.

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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:	**First Hill 5E L&D**		
Unit/ Clinic Type:	**Labor and Delivery**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**15.5**	**Maximum # of Beds:**	**31**
Effective as of:	**2/27/2025**		

Census	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)
31	0700-1900	12	32	0	0	0	12.39	0	0	0	24.39
	1900-0700	12	31	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
30	0700-1900	12	31	0	0	0	12.40	0	0	0	24.40
	1900-0700	12	30	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
29	0700-1900	12	30	0	0	0	12.41	0	0	0	24.41
	1900-0700	12	29	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
28	0700-1900	12	29	0	0	0	12.43	0	0	0	24.43
	1900-0700	12	28	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
27	0700-1900	12	28	0	0	0	12.44	0	0	0	24.44
	1900-0700	12	27	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
26	0700-1900	12	27	0	0	0	12.46	0	0	0	24.46
	1900-0700	12	26	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
25	0700-1900	12	26	0	0	0	12.48	0	0	0	24.48
	1900-0700	12	25	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
24	0700-1900	12	25	0	0	0	12.50	0	0	0	24.50
	1900-0700	12	24	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	

23	0700-1900	12	24	0	0	0	12.52	0	0	0	24.52
	1900-0700	12	23	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
22	0700-1900	12	23	0	0	0	12.55	0	0	0	24.55
	1900-0700	12	22	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
21	0700-1900	12	22	0	0	0	12.57	0	0	0	24.57
	1900-0700	12	21	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
20	0700-1900	12	21	0	0	0	12.60	0	0	0	24.60
	1900-0700	12	20	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
19	0700-1900	12	20	0	0	0	12.63	0	0	0	24.63
	1900-0700	12	19	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
18	0700-1900	12	19	0	0	0	12.67	0	0	0	24.67
	1900-0700	12	18	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
17	0700-1900	12	18	0	0	0	12.71	0	0	0	24.71
	1900-0700	12	17	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
16	0700-1900	12	17	0	0	0	12.75	0	0	0	24.75
	1900-0700	12	16	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
15	0700-1900	12	16	0	0	0	12.80	0	0	0	24.80
	1900-0700	12	15	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
14	0700-1900	12	15	0	0	0	12.86	0	0	0	24.86
	1900-0700	12	14	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
13	0700-1900	12	14	0	0	0	12.92	0	0	0	24.92
	1900-0700	12	13	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
12	0700-1900	12	13	0	0	0	13.00	0	0	0	25.00
	1900-0700	12	12	0	0	0	12.00	0	0	0	
		0	0	0	0	0	0.00	0	0	0	
11	0700-1900	12	12	0	0	0	13.09	0	0	0	25.09
	1900-0700	12	11	0	0	0	12.00	0	0	0	
10	0700-1900	12	11	0	0	0	13.20	0	0	0	25.20
	1900-0700	12	10	0	0	0	12.00	0	0	0	
9	0700-1900	12	10	0	0	0	13.33	0	0	0	25.33
	1900-0700	12	9	0	0	0	12.00	0	0	0	
8	0700-1900	12	9	0	0	0	13.50	0	0	0	25.50
	1900-0700	12	8	0	0	0	12.00	0	0	0	
7	0700-1900	12	8	0	0	0	13.71	0	0	0	25.71
	1900-0700	12	7	0	0	0	12.00	0	0	0	
6	0700-1900	12	7	0	0	0	14.00	0	0	0	26.00
	1900-0700	12	6	0	0	0	12.00	0	0	0	

5	0700-1900	12	6	0	0	0	14.40	0	0	0	
	1900-0700	12	5	0	0	0	12.00	0	0	0	26.40
4	0700-1900	12	5	0	0	0	15.00	0	0	0	
	1900-0700	12	4	0	0	0	12.00	0	0	0	27.00
3	0700-1900	12	4	0	0	0	16.00	0	0	0	
	1900-0700	12	3	0	0	0	12.00	0	0	0	28.00
2	0700-1900	12	3	0	0	0	18.00	0	0	0	
	1900-0700	12	2	0	0	0	12.00	0	0	0	30.00
1	0700-1900	12	2	0	0	0	24.00	0	0	0	
	1900-0700	12	2	0	0	0	24.00	0	0	0	48.00

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Unit Information - Labor and Delivery

Additional Care Team Members

Occupation	Shift Coverage		
	Day	Night	Weekend
Shift Doulas	x	x	x
Cultural Navigator	x	x	x
Health Unit Coordinator	x	x	x
Scrub Tech	x	x	x
Surgical facilitator	x		
Break RN	8 hours	8 hours	
Social Worker	x		x
Spiritual Care	x		x
Interpreters	x	x	x
EVS	x	x	x
MSC	x		
Dietary	x		x
Security	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: Flex appropriately to anticipated unit census and changes.

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

Description: Flex appropriately to patinet care needs and acuity as detirmined by staff and

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.
.

☑ Level of experience of nursing and patient care staff

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Infant security system, Locked doors, call systems

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

Description:
We have all private rooms and attempt to place high fall risk patients close to the nurses station. The geography of the unit is larger than most nursing units. We have 3 pyxis machines to increase efficiency and reduce the distance walked as well as a supply cart outside each room. We are also in a separate building so RRT, CODE and support services have to travel farther.

☑ Other

Description:
Unpredictable surgical volumes which creates a very mixed population of surgical to medical patients. This can impact workflow due to the need to prioritize discharges yet provide timely care for our medical population.

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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

Unit/ Clinic Name:	**Swedish First Hill**		
Unit/ Clinic Type:	**NICU**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**47.1**	**Maximum # of Beds:**	**77.00**
Effective as of:	**2/27/2025**		

Census

Census	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)
77	0700-1900	12	38	0	0	0	5.92	0.00	0.00	0.00	
	1900-0700	12	38	0	0	0	5.92	0.00	0.00	0.00	11.84
76	0700-1900	12	37	0	0	0	5.84	0.00	0.00	0.00	
	1900-0700	12	37	0	0	0	5.84	0.00	0.00	0.00	11.68
75	0700-1900	12	37	0	0	0	5.92	0.00	0.00	0.00	
	1900-0700	12	37	0	0	0	5.92	0.00	0.00	0.00	11.84
74	0700-1900	12	36	0	0	0	5.84	0.00	0.00	0.00	
	1900-0700	12	36	0	0	0	5.84	0.00	0.00	0.00	11.68
73	0700-1900	12	36	0	0	0	5.92	0.00	0.00	0.00	
	1900-0700	12	36	0	0	0	5.92	0.00	0.00	0.00	11.84
72	0700-1900	12	35	0	0	0	5.83	0.00	0.00	0.00	
	1900-0700	12	35	0	0	0	5.83	0.00	0.00	0.00	11.67
71	0700-1900	12	35	0	0	0	5.92	0.00	0.00	0.00	
	1900-0700	12	35	0	0	0	5.92	0.00	0.00	0.00	11.83
70	0700-1900	12	34	0	0	0	5.83	0.00	0.00	0.00	
	1900-0700	12	34	0	0	0	5.83	0.00	0.00	0.00	11.66
69	0700-1900	12	34	0	0	0	5.91	0.00	0.00	0.00	
	1900-0700	12	34	0	0	0	5.91	0.00	0.00	0.00	11.83
68	0700-1900	12	33	0	0	0	5.82	0.00	0.00	0.00	
	1900-0700	12	33	0	0	0	5.82	0.00	0.00	0.00	11.65
67	0700-1900	12	33	0	0	0	5.91	0.00	0.00	0.00	
	1900-0700	12	33	0	0	0	5.91	0.00	0.00	0.00	11.82
66	0700-1900	12	32	0	0	0	5.82	0.00	0.00	0.00	

66	1900-0700	12	32	0	0	0	5.82	0.00	0.00	0.00	11.64
65	0700-1900	12	32	0	0	0	5.91	0.00	0.00	0.00	
	1900-0700	12	32	0	0	0	5.91	0.00	0.00	0.00	11.82
64	0700-1900	12	31	0	0	0	5.81	0.00	0.00	0.00	
	1900-0700	12	31	0	0	0	5.81	0.00	0.00	0.00	11.63
63	0700-1900	12	31	0	0	0	5.90	0.00	0.00	0.00	
	1900-0700	12	31	0	0	0	5.90	0.00	0.00	0.00	11.81
62	0700-1900	12	30	0	0	0	5.81	0.00	0.00	0.00	
	1900-0700	12	30	0	0	0	5.81	0.00	0.00	0.00	11.61
61	0700-1900	12	30	0	0	0	5.90	0.00	0.00	0.00	
	1900-0700	12	30	0	0	0	5.90	0.00	0.00	0.00	11.80
60	0700-1900	12	30	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	30	0	0	0	6.00	0.00	0.00	0.00	12.00
59	0700-1900	12	29	0	0	0	5.90	0.00	0.00	0.00	
	1900-0700	12	29	0	0	0	5.90	0.00	0.00	0.00	11.80
58	0700-1900	12	28	0	0	0	5.79	0.00	0.00	0.00	
	1900-0700	12	28	0	0	0	5.79	0.00	0.00	0.00	11.59
57	0700-1900	12	28	0	0	0	5.89	0.00	0.00	0.00	
	1900-0700	12	28	0	0	0	5.89	0.00	0.00	0.00	11.79
56	0700-1900	12	27	0	0	0	5.79	0.00	0.00	0.00	
	1900-0700	12	27	0	0	0	5.79	0.00	0.00	0.00	11.57
55	0700-1900	12	27	0	0	0	5.89	0.00	0.00	0.00	
	1900-0700	12	27	0	0	0	5.89	0.00	0.00	0.00	11.78
54	0700-1900	12	26	0	0	0	5.78	0.00	0.00	0.00	
	1900-0700	12	26	0	0	0	5.78	0.00	0.00	0.00	11.56
53	0700-1900	12	26	0	0	0	5.89	0.00	0.00	0.00	
	1900-0700	12	26	0	0	0	5.89	0.00	0.00	0.00	11.77
52	0700-1900	12	25	0	0	0	5.77	0.00	0.00	0.00	
	1900-0700	12	25	0	0	0	5.77	0.00	0.00	0.00	11.54
51	0700-1900	12	25	0	0	0	5.88	0.00	0.00	0.00	
	1900-0700	12	25	0	0	0	5.88	0.00	0.00	0.00	11.76
50	0700-1900	12	24	0	0	0	5.76	0.00	0.00	0.00	
	1900-0700	12	24	0	0	0	5.76	0.00	0.00	0.00	11.52
49	0700-1900	12	24	0	0	0	5.88	0.00	0.00	0.00	
	1900-0700	12	24	0	0	0	5.88	0.00	0.00	0.00	11.76
48	0700-1900	12	23	0	0	0	5.75	0.00	0.00	0.00	
	1900-0700	12	23	0	0	0	5.75	0.00	0.00	0.00	11.50
47	0700-1900	12	23	0	0	0	5.87	0.00	0.00	0.00	
	1900-0700	12	23	0	0	0	5.87	0.00	0.00	0.00	11.74
46	0700-1900	12	23	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	23	0	0	0	6.00	0.00	0.00	0.00	12.00
45	0700-1900	12	22	0	0	0	5.87	0.00	0.00	0.00	
	1900-0700	12	22	0	0	0	5.87	0.00	0.00	0.00	11.73
44	0700-1900	12	22	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	22	0	0	0	6.00	0.00	0.00	0.00	12.00

43	0700-1900	12	21	0	0	0	5.86	0.00	0.00	0.00	
	1900-0700	12	21	0	0	0	5.86	0.00	0.00	0.00	11.72
42	0700-1900	12	21	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	21	0	0	0	6.00	0.00	0.00	0.00	12.00
41	0700-1900	12	20	0	0	0	5.85	0.00	0.00	0.00	
	1900-0700	12	20	0	0	0	5.85	0.00	0.00	0.00	11.71
40	0700-1900	12	20	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	19	0	0	0	5.70	0.00	0.00	0.00	11.70
39	0700-1900	12	19	0	0	0	5.85	0.00	0.00	0.00	
	1900-0700	12	19	0	0	0	5.85	0.00	0.00	0.00	11.69
38	0700-1900	12	19	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	18	0	0	0	5.68	0.00	0.00	0.00	11.68
37	0700-1900	12	18	0	0	0	5.84	0.00	0.00	0.00	
	1900-0700	12	18	0	0	0	5.84	0.00	0.00	0.00	11.68
36	0700-1900	12	18	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	17	0	0	0	5.67	0.00	0.00	0.00	11.67
35	0700-1900	12	17	0	0	0	5.83	0.00	0.00	0.00	
	1900-0700	12	17	0	0	0	5.83	0.00	0.00	0.00	11.66
34	0700-1900	12	17	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	16	0	0	0	5.65	0.00	0.00	0.00	11.65
33	0700-1900	12	16	0	0	0	5.82	0.00	0.00	0.00	
	1900-0700	12	16	0	0	0	5.82	0.00	0.00	0.00	11.64
32	0700-1900	12	16	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	15	0	0	0	5.63	0.00	0.00	0.00	11.63
31	0700-1900	12	15	0	0	0	5.81	0.00	0.00	0.00	
	1900-0700	12	15	0	0	0	5.81	0.00	0.00	0.00	11.61
30	0700-1900	12	15	0	0	0	6.00	6.00	6.00	6.00	
	1900-0700	12	14	0	0	0	5.60	5.60	5.60	5.60	11.60
29	0700-1900	12	14	0	0	0	5.79	5.79	5.79	5.79	
	1900-0700	12	14	0	0	0	5.79	5.79	5.79	5.79	11.59
28	0700-1900	12	14	0	0	0	6.00	6.00	6.00	6.00	
	1900-0700	12	13	0	0	0	5.57	5.57	5.57	5.57	11.57
27	0700-1900	12	13	0	0	0	5.78	5.78	5.78	5.78	
	1900-0700	12	13	0	0	0	5.78	5.78	5.78	5.78	11.56
26	0700-1900	12	13	0	0	0	6.00	6.00	6.00	6.00	
	1900-0700	12	12	0	0	0	5.54	5.54	5.54	5.54	11.54
25	0700-1900	12	12	0	0	0	5.76	5.76	5.76	5.76	
	1900-0700	12	12	0	0	0	5.76	5.76	5.76	5.76	11.52
24	0700-1900	12	12	0	0	0	6.00	5.76	5.76	5.76	
	1900-0700	12	11	0	0	0	5.50	5.28	5.28	5.28	11.50
23	0700-1900	12	11	0	0	0	5.74	5.28	5.28	5.28	
	1900-0700	12	11	0	0	0	5.74	5.28	5.28	5.28	11.48
22	0700-1900	12	11	0	0	0	6.00	5.28	5.28	5.28	
	1900-0700	12	11	0	0	0	6.00	5.28	5.28	5.28	12.00
21	0700-1900	12	10	0	0	0	5.71	4.80	4.80	4.80	

21	1900-0700	12	10	0	0	0	5.71	4.80	4.80	4.80	11.42
20	0700-1900	12	10	0	0	0	6.00	4.80	4.80	4.80	
	1900-0700	12	10	0	0	0	6.00	4.80	4.80	4.80	12.00
19	0700-1900	12	9	0	0	0	5.68	4.32	4.32	4.32	
	1900-0700	12	9	0	0	0	5.68	4.32	4.32	4.32	11.36
18	0700-1900	12	9	0	0	0	6.00	4.32	4.32	4.32	
	1900-0700	12	9	0	0	0	6.00	4.32	4.32	4.32	12.00
17	0700-1900	12	8	0	0	0	5.65	3.84	3.84	3.84	
	1900-0700	12	8	0	0	0	5.65	3.84	3.84	3.84	11.30
16	0700-1900	12	8	0	0	0	6.00	3.84	3.84	3.84	
	1900-0700	12	8	0	0	0	6.00	3.84	3.84	3.84	12.00
15	0700-1900	12	7	0	0	0	5.60	3.36	3.36	3.36	
	1900-0700	12	7	0	0	0	5.60	3.36	3.36	3.36	11.20
14	0700-1900	12	7	0	0	0	6.00	3.36	3.36	3.36	
	1900-0700	12	7	0	0	0	6.00	3.36	3.36	3.36	12.00
13	0700-1900	12	6	0	0	0	5.54	2.88	2.88	2.88	
	1900-0700	12	6	0	0	0	5.54	2.88	2.88	2.88	11.08
12	0700-1900	12	6	0	0	0	6.00	2.88	2.88	2.88	
	1900-0700	12	6	0	0	0	6.00	2.88	2.88	2.88	12.00
11	0700-1900	12	6	0	0	0	6.55	2.88	2.88	2.88	
	1900-0700	12	5	0	0	0	5.45	2.40	2.40	2.40	12.00
10	0700-1900	12	5	0	0	0	6.00	2.40	2.40	2.40	
	1900-0700	12	5	0	0	0	6.00	2.40	2.40	2.40	12.00
9	0700-1900	12	5	0	0	0	6.67	2.40	2.40	2.40	
	1900-0700	12	4	0	0	0	5.33	1.92	1.92	1.92	12.00
8	0700-1900	12	4	0	0	0	6.00	1.92	1.92	1.92	
	1900-0700	12	4	0	0	0	6.00	1.92	1.92	1.92	12.00
7	0700-1900	12	4	0	0	0	6.86	1.92	1.92	1.92	
	1900-0700	12	3	0	0	0	5.14	1.44	1.44	1.44	12.00
6	0700-1900	12	3	0	0	0	6.00	1.44	1.44	1.44	
	1900-0700	12	3	0	0	0	6.00	1.44	1.44	1.44	12.00
5	0700-1900	12	3	0	0	0	7.20	1.44	1.44	1.44	
	1900-0700	12	3	0	0	0	7.20	1.44	1.44	1.44	14.40
4	0700-1900	12	3	0	0	0	9.00	1.44	1.44	1.44	
	1900-0700	12	3	0	0	0	9.00	1.44	1.44	1.44	18.00
3	0700-1900	12	3	0	0	0	12.00	1.44	1.44	1.44	
	1900-0700	12	3	0	0	0	12.00	1.44	1.44	1.44	24.00
2	0700-1900	12	3	0	0	0	18.00	1.44	1.44	1.44	
	1900-0700	12	3	0	0	0	18.00	1.44	1.44	1.44	36.00
1	0700-1900	12	2	0	0	0	24.00	0.96	0.96	0.96	
	1900-0700	12	2	0	0	0	24.00	0.96	0.96	0.96	48.00

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Unit Information - NICU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Diet/Milk Tech	X			X
HUC	X		X	X
Discharge Coordinator (RN)	X			X
Breaker RN	X		X	X
Social Worker	X		X	X
Dietician	X			X
Respiratory Therapist	X		X	X
Providers: Neonatology, Nurse Practitioners	X		X	X
Provider Specialists	X			X
Pediatric Therapists: Physical and Speech Therapy	X			X
EVS House Keeping	X		X	X
Lactation Consultant	X			X
Doula	X		X	X
Pharmacist and Pharmacy Tech	X		X	X
Spiritual Care	X		X	X
Radiology & Laboratory Services	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:
1. Pending Admissions
2. NICU team required to attend high-risk deliveries and transports
3. Higher acuity patients (requiring 1:1 staffing)
4. Patients requiring adjusted staffing ratio: Isolation patients, surgery, post-operative care, complex family care
6. Small Baby Unit 1:1 staffing per care bundle
7. Floating needs (to other departments)

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

Description:

AWHONN safe staffing guidlines for Level III-IV NICU (refer to the Guidline for Professional Registered Nurse Staffing for Perinatal Units - AWHONN for exact definitions).
1 nurse to 3-4 neonates requiring continuing care
1 nurse to2-3 neonates requiring intermediate care
1 nurse to 1-2 neonates requiring intensive care
1 nurse to 1 neonate requiring multisystem support
1 or more nurse to 1 unstable newborn requiring complex critical care

☑ Level of experience of nursing and patient care staff

Description:
Daily staffing assignment considerations include:
1. Level of nurse experience (novice, intermediate, high -acuity trained).
2. Orientation or professional development training

☑ Need for specialized or intensive equipment

Description:

Staff receives education on NICU equipment during orientation. All staff will receive competency education when there is a new equipment or supply implemented.

☑ Other

Description:

The NICU is a multi-disciplinary team, which also proivdes a role in the care of our patients. They include:
Respiratory Care, Pharmacy, Social Worker, Dietician, Spiritual Care, Environmental Services, Neonatologist and Neonatal Nurse Practictioners (LIPs), Educator, Cliniical Nurse Specialist (CNS), Radiology/Ultra Sound Technitions, Pediatric Therapists, Lactation, Doula

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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:	**First Hill 9E**		
Unit/ Clinic Type:	**Pediatrics**		
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**		
Average Daily Census:	**7.3**	**Maximum # of**	**19**
Effective as of:	**2/27/2025**		

Census

Census	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)
19	0700-1900	12	6	0	1	0	4.00	0.00	0.67	0.00	9.33
	1900-0700	12	6	0	1	0	4.00	0.00	0.67	0.00	
18	0700-1900	12	6	0	1	0	4.00	0.00	0.67	0.00	9.33
	1900-0700	12	6	0	1	0	4.00	0.00	0.67	0.00	
17	0700-1900	12	6	0	1	0	4.24	0.00	0.71	0.00	9.88
	1900-0700	12	6	0	1	0	4.24	0.00	0.71	0.00	
16	0700-1900	12	5	0	1	0	3.75	0.00	0.75	0.00	9.00
	1900-0700	12	5	0	1	0	3.75	0.00	0.75	0.00	
15	0700-1900	12	5	0	1	0	4.00	0.00	0.80	0.00	9.60
	1900-0700	12	5	0	1	0	4.00	0.00	0.80	0.00	
14	0700-1900	12	5	0	1	0	4.29	0.00	0.86	0.00	10.29
	1900-0700	12	5	0	1	0	4.29	0.00	0.86	0.00	
13	0700-1900	12	5	0	1	0	4.62	0.00	0.92	0.00	11.08
	1900-0700	12	5	0	1	0	4.62	0.00	0.92	0.00	
12	0700-1900	12	4	0	1	0	4.00	0.00	1.00	0.00	10.00
	1900-0700	12	4	0	1	0	4.00	0.00	1.00	0.00	
11	0700-1900	12	4	0	1	0	4.36	0.00	1.09	0.00	10.91
	1900-0700	12	4	0	1	0	4.36	0.00	1.09	0.00	
10	0700-1900	12	4	0	1	0	4.80	0.00	1.20	0.00	12.00
	1900-0700	12	4	0	1	0	4.80	0.00	1.20	0.00	
9	0700-1900	12	4	0	0	0	5.33	0.00	0.00	0.00	

9	1900-0700	12	4	0	0	0	5.33	0.00	0.00	0.00	10.67
8	0700-1900	12	3	0	1	0	4.50	0.00	1.50	0.00	
	1900-0700	12	3	0	1	0	4.50	0.00	1.50	0.00	12.00
7	0700-1900	12	3	0	1	0	5.14	0.00	1.71	0.00	
	1900-0700	12	3	0	1	0	5.14	0.00	1.71	0.00	13.71
6	0700-1900	12	3	0	1	0	6.00	0.00	2.00	0.00	
	1900-0700	12	3	0	1	0	6.00	0.00	2.00	0.00	16.00
5	0700-1900	12	3	0	0	0	7.20	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	7.20	0.00	0.00	0.00	14.40
4	0700-1900	12	2	0	1	0	6.00	0.00	3.00	0.00	
	1900-0700	12	2	0	1	0	6.00	0.00	3.00	0.00	18.00
3	0700-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	8.00	0.00	0.00	0.00	16.00
2	0700-1900	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	12.00	0.00	0.00	0.00	24.00
1	0700-1900	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00

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Unit Information - 9E Peds

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Break RN	x		x	x
Health Unit Coordinator	x		x	x
Social Worker	X		X	X
Dietician	X			X
Respiratory Therapist	X		X	X
Provider Specialists	X			X
Pediatric Therapists: Physical and Speech Therapy	X			X
EVS House Keeping	X		X	X
Lactation Consultant	X			X
Pharmacist and Pharmacy Tech	X		X	X
Spiritual Care	X		X	X
Radiology & Laboratory Services	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: Flex appropriately to anticipated unit census and changes.

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

Description: Flex appropriately to patinet care needs and acuity as detirmined by staff and charge

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Level of experience of nursing and patient care staff

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Infant security system, locked doors, call system, EEG alarm and CRM notification communication.

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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:	**First Hill 9E**										
Unit/ Clinic Type:	**Pediatric Intensive Care**										
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**										
Average Daily Census:	**1.8**					**Maximum # of**			**6**		
Effective as of:	**2/27/2025**										
Census											
Census	**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)
6	0700-1900	12	4	0	0	0	8.00	0.00	0.00	0.00	16.00
	1900-0700	12	4	0	0	0	8.00	0.00	0.00	0.00	
5	0700-1900	12	3	0	0	0	7.20	0.00	0.00	0.00	14.40
	1900-0700	12	3	0	0	0	7.20	0.00	0.00	0.00	
4	0700-1900	12	3	0	0	0	9.00	0.00	0.00	0.00	18.00
	1900-0700	12	3	0	0	0	9.00	0.00	0.00	0.00	
3	0700-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	16.00
	1900-0700	12	2	0	0	0	8.00	0.00	0.00	0.00	
2	0700-1900	12	2	0	0	0	12.00	0.00	0.00	0.00	24.00
	1900-0700	12	2	0	0	0	12.00	0.00	0.00	0.00	
1	0700-1900	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00
	1900-0700	12	2	0	0	0	24.00	0.00	0.00	0.00	

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Unit Information - PICU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Breaker RN	X		X	X
Social Worker	X		X	X
Dietician	X			X
Respiratory Therapist	X		X	X
Provider Specialists	X			X
Pediatric Therapists: Physical and Speech Therapy	X			X
EVS House Keeping	X		X	X
Lactation Consultant	X			X
Pharmacist and Pharmacy Tech	X		X	X
Spiritual Care	X		X	X
Radiology & Laboratory Services	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: Flex appropriately to anticipated unit census and changes.

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

Description: Flex / PICU nurse appropriately to patient care needs and acuity as determined by staff and charge nurse.

☑ Skill mix

Description: Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Level of experience of nursing and patient care staff

Description:Skill mix considered and staffing adjusted to ensure appropriate care of patient.

☑ Need for specialized or intensive equipment

Description: Infant security system, locked doors, call system, EEG alarm and CRM notification communication.

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

Description: Patient will be within nurse's vision when appropriate.

☑ Other

Description: The lack of parent/guardian to support patient.

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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

Unit/ Clinic Name:	**First Hill**										
Unit/ Clinic Type:	**Postpartum**										
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**										
Average Daily Census:			**Maximum # of**		**57**						
Effective as of:	**2/27/2025**										
Census											
Census	**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)
100	0700-1900	12	21	0	3	0	2.52	0.00	0.36	0.00	5.76
	1900-0700	12	21	0	3	0	2.52	0.00	0.36	0.00	
99	0700-1900	12	21	0	3	0	2.55	0.00	0.36	0.00	5.82
	1900-0700	12	21	0	3	0	2.55	0.00	0.36	0.00	
98	0700-1900	12	21	0	3	0	2.57	0.00	0.37	0.00	5.88
	1900-0700	12	21	0	3	0	2.57	0.00	0.37	0.00	
97	0700-1900	12	21	0	3	0	2.60	0.00	0.37	0.00	5.94
	1900-0700	12	21	0	3	0	2.60	0.00	0.37	0.00	
96	0700-1900	12	21	0	3	0	2.63	0.00	0.38	0.00	6.00
	1900-0700	12	21	0	3	0	2.63	0.00	0.38	0.00	
95	0700-1900	12	20	0	3	0	2.53	0.00	0.38	0.00	5.81
	1900-0700	12	20	0	3	0	2.53	0.00	0.38	0.00	
94	0700-1900	12	20	0	3	0	2.55	0.00	0.38	0.00	5.87
	1900-0700	12	20	0	3	0	2.55	0.00	0.38	0.00	
93	0700-1900	12	20	0	3	0	2.58	0.00	0.39	0.00	5.94
	1900-0700	12	20	0	3	0	2.58	0.00	0.39	0.00	
92	0700-1900	12	20	0	3	0	2.61	0.00	0.39	0.00	6.00
	1900-0700	12	20	0	3	0	2.61	0.00	0.39	0.00	
91	0700-1900	12	19	0	3	0	2.51	0.00	0.40	0.00	5.80
	1900-0700	12	19	0	3	0	2.51	0.00	0.40	0.00	
90	0700-1900	12	19	0	3	0	2.53	0.00	0.40	0.00	5.87
	1900-0700	12	19	0	3	0	2.53	0.00	0.40	0.00	

89	0700-1900	12	19	0	3	0	2.56	0.00	0.40	0.00	
	1900-0700	12	19	0	3	0	2.56	0.00	0.40	0.00	5.93
88	0700-1900	12	19	0	3	0	2.59	0.00	0.41	0.00	
	1900-0700	12	19	0	3	0	2.59	0.00	0.41	0.00	6.00
87	0700-1900	12	19	0	3	0	2.62	0.00	0.41	0.00	
	1900-0700	12	19	0	3	0	2.62	0.00	0.41	0.00	6.07
86	0700-1900	12	19	0	3	0	2.65	0.00	0.42	0.00	
	1900-0700	12	19	0	3	0	2.65	0.00	0.42	0.00	6.14
85	0700-1900	12	19	0	3	0	2.68	0.00	0.42	0.00	
	1900-0700	12	19	0	3	0	2.68	0.00	0.42	0.00	6.21
84	0700-1900	12	19	0	3	0	2.71	0.00	0.43	0.00	
	1900-0700	12	19	0	3	0	2.71	0.00	0.43	0.00	6.29
83	0700-1900	12	18	0	3	0	2.60	0.00	0.43	0.00	
	1900-0700	12	18	0	3	0	2.60	0.00	0.43	0.00	6.07
82	0700-1900	12	18	0	3	0	2.63	0.00	0.44	0.00	
	1900-0700	12	18	0	3	0	2.63	0.00	0.44	0.00	6.15
81	0700-1900	12	18	0	3	0	2.67	0.00	0.44	0.00	
	1900-0700	12	18	0	3	0	2.67	0.00	0.44	0.00	6.22
80	0700-1900	12	18	0	3	0	2.70	0.00	0.45	0.00	
	1900-0700	12	18	0	3	0	2.70	0.00	0.45	0.00	6.30
79	0700-1900	12	17	0	3	0	2.58	0.00	0.45	0.00	
	1900-0700	12	17	0	3	0	2.58	0.00	0.45	0.00	6.06
78	0700-1900	12	17	0	3	0	2.62	0.00	0.46	0.00	
	1900-0700	12	17	0	3	0	2.62	0.00	0.46	0.00	6.15
77	0700-1900	12	17	0	3	0	2.65	0.00	0.47	0.00	
	1900-0700	12	17	0	3	0	2.65	0.00	0.47	0.00	6.23
76	0700-1900	12	17	0	3	0	2.68	0.00	0.45	0.00	
	1900-0700	12	17	0	3	0	2.68	0.00	0.45	0.00	6.27
75	0700-1900	12	17	0	3	0	2.72	0.00	0.48	0.00	
	1900-0700	12	17	0	3	0	2.72	0.00	0.48	0.00	6.40
74	0700-1900	12	17	0	3	0	2.76	0.00	0.49	0.00	
	1900-0700	12	17	0	3	0	2.76	0.00	0.49	0.00	6.49
73	0700-1900	12	17	0	3	0	2.79	0.00	0.49	0.00	
	1900-0700	12	17	0	3	0	2.79	0.00	0.49	0.00	6.58
72	0700-1900	12	17	0	3	0	2.83	0.00	0.50	0.00	
	1900-0700	12	17	0	3	0	2.83	0.00	0.50	0.00	6.67
71	0700-1900	12	16	0	3	0	2.70	0.00	0.51	0.00	
	1900-0700	12	16	0	3	0	2.70	0.00	0.51	0.00	6.42
70	0700-1900	12	16	0	2	0	2.74	0.00	0.34	0.00	
	1900-0700	12	16	0	2	0	2.74	0.00	0.34	0.00	6.17
69	0700-1900	12	16	0	2	0	2.78	0.00	0.35	0.00	
	1900-0700	12	16	0	2	0	2.78	0.00	0.35	0.00	6.26
68	0700-1900	12	16	0	2	0	2.82	0.00	0.35	0.00	
	1900-0700	12	16	0	2	0	2.82	0.00	0.35	0.00	6.35
67	0700-1900	12	15	0	2	0	2.69	0.00	0.36	0.00	

67	1900-0700	12	15	0	2	0	2.69	0.00	0.36	0.00	6.09
66	0700-1900	12	15	0	2	0	2.73	0.00	0.36	0.00	
	1900-0700	12	15	0	2	0	2.73	0.00	0.36	0.00	6.18
65	0700-1900	12	15	0	2	0	2.77	0.00	0.37	0.00	
	1900-0700	12	15	0	2	0	2.77	0.00	0.37	0.00	6.28
64	0700-1900	12	15	0	2	0	2.81	0.00	0.38	0.00	
	1900-0700	12	15	0	2	0	2.81	0.00	0.38	0.00	6.38
63	0700-1900	12	15	0	2	0	2.86	0.00	0.38	0.00	
	1900-0700	12	15	0	2	0	2.86	0.00	0.38	0.00	6.48
62	0700-1900	12	15	0	2	0	2.90	0.00	0.39	0.00	
	1900-0700	12	15	0	2	0	2.90	0.00	0.39	0.00	6.58
61	0700-1900	12	15	0	2	0	2.95	0.00	0.39	0.00	
	1900-0700	12	15	0	2	0	2.95	0.00	0.39	0.00	6.69
60	0700-1900	12	15	0	2	0	3.00	0.00	0.40	0.00	
	1900-0700	12	15	0	2	0	3.00	0.00	0.40	0.00	6.80
59	0700-1900	12	15	0	2	0	3.05	0.00	0.41	0.00	
	1900-0700	12	15	0	2	0	3.05	0.00	0.41	0.00	6.92
58	0700-1900	12	15	0	2	0	3.10	0.00	0.41	0.00	
	1900-0700	12	15	0	2	0	3.10	0.00	0.41	0.00	7.03
57	0700-1900	12	15	0	2	0	3.16	0.00	0.42	0.00	
	1900-0700	12	15	0	2	0	3.16	0.00	0.42	0.00	7.16
56	0700-1900	12	14	0	2	0	3.00	0.00	0.43	0.00	
	1900-0700	12	14	0	2	0	3.00	0.00	0.43	0.00	6.86
55	0700-1900	12	14	0	2	0	3.05	0.00	0.44	0.00	
	1900-0700	12	14	0	2	0	3.05	0.00	0.44	0.00	6.98
54	0700-1900	12	14	0	2	0	3.11	0.00	0.44	0.00	
	1900-0700	12	14	0	2	0	3.11	0.00	0.44	0.00	7.11
53	0700-1900	12	14	0	2	0	3.17	0.00	0.45	0.00	
	1900-0700	12	14	0	2	0	3.17	0.00	0.45	0.00	7.25
52	0700-1900	12	14	0	2	0	3.23	0.00	0.46	0.00	
	1900-0700	12	14	0	2	0	3.23	0.00	0.46	0.00	7.38
51	0700-1900	12	13	0	2	0	3.06	0.00	0.47	0.00	
	1900-0700	12	13	0	2	0	3.06	0.00	0.47	0.00	7.06
50	0700-1900	12	13	0	2	0	3.12	0.00	0.48	0.00	
	1900-0700	12	13	0	2	0	3.12	0.00	0.48	0.00	7.20
49	0700-1900	12	13	0	2	0	3.18	0.00	0.49	0.00	
	1900-0700	12	13	0	2	0	3.18	0.00	0.49	0.00	7.35
48	0700-1900	12	13	0	2	0	3.25	0.00	0.50	0.00	
	1900-0700	12	13	0	2	0	3.25	0.00	0.50	0.00	7.50
47	0700-1900	12	13	0	2	0	3.32	0.00	0.51	0.00	
	1900-0700	12	13	0	2	0	3.32	0.00	0.51	0.00	7.66
46	0700-1900	12	12	0	2	0	3.13	0.00	0.52	0.00	
	1900-0700	12	12	0	2	0	3.13	0.00	0.52	0.00	7.30
45	0700-1900	12	12	0	2	0	3.20	0.00	0.53	0.00	
	1900-0700	12	12	0	2	0	3.20	0.00	0.53	0.00	7.47

44	0700-1900	12	12	0	2	0	3.27	0.00	0.55	0.00	
	1900-0700	12	12	0	2	0	3.27	0.00	0.55	0.00	7.64
43	0700-1900	12	11	0	2	0	3.07	0.00	0.56	0.00	
	1900-0700	12	11	0	2	0	3.07	0.00	0.56	0.00	7.26
42	0700-1900	12	11	0	2	0	3.14	0.00	0.57	0.00	
	1900-0700	12	11	0	2	0	3.14	0.00	0.57	0.00	7.43
41	0700-1900	12	11	0	2	0	3.22	0.00	0.59	0.00	
	1900-0700	12	11	0	2	0	3.22	0.00	0.59	0.00	7.61
40	0700-1900	12	10	0	2	0	3.00	0.00	0.60	0.00	
	1900-0700	12	10	0	2	0	3.00	0.00	0.60	0.00	7.20
39	0700-1900	12	9	0	2	0	2.77	0.00	0.62	0.00	
	1900-0700	12	9	0	2	0	2.77	0.00	0.62	0.00	6.77
38	0700-1900	12	9	0	2	0	2.84	0.00	0.63	0.00	
	1900-0700	12	9	0	2	0	2.84	0.00	0.63	0.00	6.95
37	0700-1900	12	9	0	2	0	2.92	0.00	0.65	0.00	
	1900-0700	12	9	0	2	0	2.92	0.00	0.65	0.00	7.14
36	0700-1900	12	9	0	2	0	3.00	0.00	0.67	0.00	
	1900-0700	12	9	0	2	0	3.00	0.00	0.67	0.00	7.33
35	0700-1900	12	8	0	2	0	2.74	0.00	0.69	0.00	
	1900-0700	12	8	0	2	0	2.74	0.00	0.69	0.00	6.86
34	0700-1900	12	8	0	2	0	2.82	0.00	0.71	0.00	
	1900-0700	12	8	0	2	0	2.82	0.00	0.71	0.00	7.06
33	0700-1900	12	8	0	2	0	2.91	0.00	0.73	0.00	
	1900-0700	12	8	0	2	0	2.91	0.00	0.73	0.00	7.27
32	0700-1900	12	8	0	2	0	3.00	0.00	0.75	0.00	
	1900-0700	12	8	0	2	0	3.00	0.00	0.75	0.00	7.50
31	0700-1900	12	7	0	2	0	2.71	0.00	0.77	0.00	
	1900-0700	12	7	0	2	0	2.71	0.00	0.77	0.00	6.97
30	0700-1900	12	7	0	2	0	2.80	0.00	0.80	0.00	
	1900-0700	12	7	0	2	0	2.80	0.00	0.80	0.00	7.20
29	0700-1900	12	7	0	2	0	2.90	0.00	0.83	0.00	
	1900-0700	12	7	0	2	0	2.90	0.00	0.83	0.00	7.45
28	0700-1900	12	7	0	2	0	3.00	0.00	0.86	0.00	
	1900-0700	12	7	0	2	0	3.00	0.00	0.86	0.00	7.71
27	0700-1900	12	7	0	2	0	3.11	0.00	0.89	0.00	
	1900-0700	12	7	0	2	0	3.11	0.00	0.89	0.00	8.00
26	0700-1900	12	7	0	2	0	3.23	0.00	0.92	0.00	
	1900-0700	12	7	0	2	0	3.23	0.00	0.92	0.00	8.31
25	0700-1900	12	7	0	2	0	3.36	0.00	0.96	0.00	
	1900-0700	12	7	0	2	0	3.36	0.00	0.96	0.00	8.64
24	0700-1900	12	7	0	2	0	3.36	0.00	0.96	0.00	
	1900-0700	12	7	0	2	0	3.36	0.00	0.96	0.00	8.64
23	0700-1900	12	5	0	1	0	2.40	0.00	0.48	0.00	
	1900-0700	12	5	0	1	0	2.40	0.00	0.48	0.00	5.76
22	0700-1900	12	5	0	1	0	2.40	0.00	0.48	0.00	

22	1900-0700	12	5	0	1	0	2.40	0.00	0.48	0.00	5.76
21	0700-1900	12	5	0	1	0	2.40	0.00	0.48	0.00	
	1900-0700	12	5	0	1	0	2.40	0.00	0.48	0.00	5.76
20	0700-1900	12	5	0	1	0	2.40	0.00	0.48	0.00	
	1900-0700	12	5	0	1	0	2.40	0.00	0.48	0.00	5.76
19	0700-1900	12	5	0	1	0	2.40	0.00	0.48	0.00	
	1900-0700	12	5	0	1	0	2.40	0.00	0.48	0.00	5.76
18	0700-1900	12	4	0	1	0	1.92	0.00	0.48	0.00	
	1900-0700	12	4	0	1	0	1.92	0.00	0.48	0.00	4.80
17	0700-1900	12	4	0	1	0	1.92	0.00	0.48	0.00	
	1900-0700	12	4	0	1	0	1.92	0.00	0.48	0.00	4.80
16	0700-1900	12	4	0	1	0	1.92	0.00	0.48	0.00	
	1900-0700	12	4	0	1	0	1.92	0.00	0.48	0.00	4.80
15	0700-1900	12	4	0	1	0	1.92	0.00	0.48	0.00	
	1900-0700	12	4	0	1	0	1.92	0.00	0.48	0.00	4.80
14	0700-1900	12	4	0	1	0	1.92	0.00	0.48	0.00	
	1900-0700	12	4	0	1	0	1.92	0.00	0.48	0.00	4.80
13	0700-1900	12	4	0	1	0	1.92	0.00	0.48	0.00	
	1900-0700	12	4	0	1	0	1.92	0.00	0.48	0.00	4.80
12	0700-1900	12	3	0	1	0	1.44	0.00	0.48	0.00	
	1900-0700	12	3	0	1	0	1.44	0.00	0.48	0.00	3.84
11	0700-1900	12	3	0	0	0	1.44	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	1.44	0.00	0.00	0.00	2.88
10	0700-1900	12	3	0	0	0	1.44	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	1.44	0.00	0.00	0.00	2.88
9	0700-1900	12	3	0	0	0	1.44	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	1.44	0.00	0.00	0.00	2.88
8	0700-1900	12	3	0	0	0	1.44	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	1.44	0.00	0.00	0.00	2.88
7	0700-1900	12	3	0	0	0	1.44	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	1.44	0.00	0.00	0.00	2.88
6	0700-1900	12	2	0	0	0	0.96	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	0.96	0.00	0.00	0.00	1.92
5	0700-1900	12	2	0	0	0	0.96	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	0.96	0.00	0.00	0.00	1.92
4	0700-1900	12	2	0	0	0	0.96	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	0.96	0.00	0.00	0.00	1.92
3	0700-1900	12	2	0	0	0	0.96	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	0.96	0.00	0.00	0.00	1.92
2	0700-1900	12	2	0	0	0	0.96	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	0.96	0.00	0.00	0.00	1.92
1	0700-1900	12	2	0	0	0	0.96	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	0.96	0.00	0.00	0.00	1.92

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Unit Information - Postpartum

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Chemical Dependency Counselor	X			
Health Unit Coordinator	X		X	X
Birth Records (HUC)	X			X
Lactation IBCLC	X	X		X
Break Nurse	X		X	X
Certified Nursing Assistant	X		X	X
Nurse Tech	X			X
Birth Educators	X			X
Doula	X		X	X
Cultural Navigator	X			X
Professional Development Specialist	X			X
Social Work	X		X	X
Spiritual Care	X		X	X
Interpreters	X		X	X
Facilities	X			X
Bio Med	X			X
Providers	X		X	X
Lab	X		X	X
Radiology	X		X	X
Security	X		X	X
Dietary	X	X		X
EVS	X		X	X
MSC	X		X	X
Occupational Therapy	X			X
VAT Team	X		X	X
RRT/Code Team	X		X	X
RN from L&D, NICU, AP	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:
Anticipated admissions from L&D
Readmissions from ED or clinic
Timely and delayed discharges

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

Description:
Increased acuity of birthing person (return from ICU, complex medical comorbidities, magnesium, substance use disorder) may require reduced patient load for RN.
Newborn without parent/guardian support requires dedicated Nursery RN
AHWONN standard 1 RN : 3 stable couplets

☑ Skill mix

Description:
Consideration given to new experienced or Residency nurses orientaing to unit with preceptor
Patient complexity spread among assignments

☑ Level of experience of nursing and patient care staff

Description:
Chemical Dependeny Counselor needed to support 10 BH beds licensed by DOH for Compassion Stay for Substance Use Disorder patients seeking Addiction Recovery Services.
Lactation IBCLC RNs support needed to support breastfeeding complications
Birth Records staff supports required paperwork filed with DOH for each birth
All staff oriented to work with SUD at ARS Ballard

☑ Need for specialized or intensive equipment

Description:
HUGS security tag system and locked unit doors requires HUC at the desk for any open unit

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

Description:
Postpartum is located on 3 seperate units requiring:
2 CN per shift to support patients, caregivers, and emergencies
One HUC on each open unit
A minimum of 2 RN on any open unit (independent of patient census)

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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:	**Swedish Maternal and Fetal Specialty Center**
Unit/ Clinic Type:	**HOPD**
Unit/ Clinic Address:	**1229 Madison St. Suite 750 Seattle, WA 98225**
Effective as of:	**1/1/2025**
Day of the week	

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	700	9.00	1.00	0.00	0.00	0.00
	730	9.00	2.00	0.00	0.00	0.00
	745	9.00	2.00	0.00	0.00	0.00
	800	9.00	1.00	0.00	0.00	1.00
Tuesday	700	9.00	1.00	0.00	0.00	0.00
	730	9.00	2.00	0.00	0.00	0.00
	745	9.00	2.00	0.00	0.00	0.00
	800	9.00	1.00	0.00	0.00	1.00
Wednesday	700	9.00	1.00	0.00	0.00	0.00
	730	9.00	2.00	0.00	0.00	0.00
	745	9.00	2.00	0.00	0.00	0.00
	800	9.00	1.00	0.00	0.00	1.00
Thursday	700	9.00	1.00	0.00	0.00	0.00
	730	9.00	2.00	0.00	0.00	0.00
	745	9.00	2.00	0.00	0.00	0.00
	800	9.00	1.00	0.00	0.00	1.00
Friday	700	9.00	1.00	0.00	0.00	0.00
	730	9.00	2.00	0.00	0.00	0.00
	745	9.00	2.00	0.00	0.00	0.00
	800	9.00	1.00	0.00	0.00	1.00

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Unit Information - Maternal & Fetal Specialty Center

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Genetic Counselors	x			
Sr. Ultrasound Tech	x			
Fetal Echo Ultrasound Tech	x			
ARNP/CNM	x			
MD/Perinatologist	x			
Registered Dietician	x			
Medical Assistant	x			
Social Work	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

Outpatient high risk OB practice. RN staffing is determined based on number of patients scheduled for consultation, procedures, nonstress tests, full care patients and help staff in clinic lab if no phlebotomist on staff and complex care coordination.

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

High risk OB care.

☑ Skill mix

Phlebotomy, assisting in clinical procedures; Amnio, CVS, IUD placement, Cerclage removal, OB triage.

☑ Level of experience of nursing and patient care staff

Medium to high experience of labor and delivery.

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

Front desk/reception area, 3 patient waiting rooms, NST room, back office provider support, care manager office, vitals station, nursing station, 7 ultrasound rooms, 8 exam/consult rooms, 9 restrooms, 1 conference room, 1 sonographer workup room, 1 ultrasound read

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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:	**First Hill Lytle Center for Pregnancy and Newborn**
Unit/ Clinic Type:	**Outpatient Lactation Clinic**
Unit/ Clinic Address:	**747 Broadway, 1 South Seattle WA 98122**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Anticipated # of Visits	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Sunday	9:00AM	5	1	0	0	1
Monday	9:00AM	5	1	0	0	1
Tuesday	9:00AM	5	1	0	0	1
Wednesday	9:00AM	5	1	0	0	1
Thursday	9:00AM	5	1	0	0	1
Friday	9:00AM	5	1	0	0	1
Saturday	9:00AM	5	1	0	0	1

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First Hill Lytle Center for Pregnancy and Newborn

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
ARNP/CNM	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: Outpatient lactation clinic. RN staff are IBCLC. Staffing can be dependent on inpatient discharges of L&D that need outpatient lactation support or postpartum support.

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

Description: Low to medium risk lactaion and postpartum care

☑ Skill mix

Description: IBCLC and Bilirubin checks

☑ Level of experience of nursing and patient care staff

Description: Must be certified as a lactation consultant

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

Description: Front Check-in/Registration Desk, Provider office/workstation, Supply Closet, Soiled utility Room, 5 consult/exam rooms, Breakroom and two restrooms (1 for patients, 1 for staff). Retail space, with two consult rooms and 1 fitting room, Classroom/Conference Room and Registration/Customer check out desk.

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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:	**Swedish Medical Center - First Hill**
Unit/ Clinic Type:	**Acute Care Management - Hospital**
Unit/ Clinic Address:	**747 Broadway, Seattle, WA 98122**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	8:00 AM	8	7	0	0	0
	8:00 AM	10	1	0	0	0
Tuesday	8:00 AM	8	6	0	0	0
	8:00 AM	10	1	0	0	0
Wednesday	8:00 AM	8	5	0	0	0
	8:00 AM	10	1	0	0	0
Thursday	8:00 AM	8	6	0	0	0
	8:00 AM	10	1	0	0	0
Friday	8:00 AM	8	5	0	0	0
Saturday	8:00 AM	8	2	0	0	0
Sunday	8:00 AM	8	2	0	0	0

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First Hill Care Management

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
SW	12			4
CMA	4			1
Ops Coordinator	1			1

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Unit/ Clinic Name:	**First Hill Wound Ostomy / Enterostomy Clinic**
Unit/ Clinic Type:	**Outpatient Clinic**
Unit/ Clinic Address:	**801 Broadway, Seattle, WA 98122-4396**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0730-1600	9	1	0	0	0
Tuesday	0730-1600	9	1	0	0	0
Wednesday	0730-1600	9	1	0	0	0
Thursday	0730-1600	9	1	0	0	0
Friday	0730-1600	9	1	0	0	0

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First Hill Wound Ostomy / Enterostomy Clinic

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
NA	NA	NA	NA	NA

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Unit/ Clinic Name:	**First Hill Pain Services**
Unit/ Clinic Type:	**Outpatient Clinic**
Unit/ Clinic Address:	**600 Broadway, Ste 530 Seattle, WA 98122**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0700-1730	10	3	0	0	5
Tuesday	0700-1730	10	6	0	0	6
Wednesday	0700-1730	10	6	0	0	6
Thursday	0700-1730	10	6	0	0	6
Friday	0700-1730	10	6	0	0	6

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Unit Information - Pain Services

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Patient Scheduler	X			
Patient Services Coordinator	X			
Billing Coordinator	X			
Physical Therapist	X			
Occupational Therapist	X			
Nurse Educator	X			

Unit Information

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**First Hill Organ Transplant Program (Liver, Kidney, Pancreas)**
Unit/ Clinic Type:	**Pre and Post Transplant (Liver & Kidney)**
Unit/ Clinic Address:	**1124 Columbia Street, Suite 600, Seattle WA 98104**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	730am-5:00pm	9	6	0	0	0
Tuesday	730am-5:00pm	9	6	0	0	0
Wednesday	730am-5:00pm	9	6	0	0	0
Thursday	730am-5:00pm	9	6	0	0	0
Friday	730am-5:00pm	9	6	0	0	0

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First Hill Organ Transplant Program (Liver, Kidney, Pancreas)

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Social worker	X			
Finance	X			
Dietician	X			
Scheduler	X			

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Unit/ Clinic Name:	**First Hill SCI - True Family Breast Surgery Center**
Unit/ Clinic Type:	**Cancer Institute Clinic**
Unit/ Clinic Address:	**1221 Madison, 6th Floor, Seattle WA 98104**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0800-1630	8	2	0	0	0
Tuesday	0800-1630	8	2	0	0	0
Wednesday	0800-1630	8	2	0	0	0
Thursday	0800-1630	8	2	0	0	0
Friday	0800-1630	8	2	0	0	0

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Unit Information - SCI True Breast Surgery

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
MA	X			
PSS	X			

Unit Information

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

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

Description:
Clinic requires RN's, MA's and PSS for care of the patients for each shift.

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**First Hill Swedish Cancer Institute Inovative Therapeutics Unit**
Unit/ Clinic Type:	**Cancer Institute Outpatient Research Clinic**
Unit/ Clinic Address:	**1221 Madison Street Suite 400**
Effective as of:	**2/27/2025**
Metric:	

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0800-1830	10	4	0	0	0
	0700-1730	10	1	0	0	0
Tuesday	0800-1830	10	4	0	0	0
	0700-1730	10	1	0	0	0
Wednesday	0800-1830	10	4	0	0	0
	0700-1730	10	1	0	0	0
Thursday	0800-1830	10	4	0	0	0
	0700-1730	10	1	0	0	0
Friday	0800-1830	10	2	0	0	0
	0700-1730	10	1	0	0	0

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SCI REID Innov

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
SPSS	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:
Daily Volume scheduled, add on's, cancellations.

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

Description:
Acuity of patient's (C1D1-patients are 1:1 based on type of study drugs.)
Acuity based on time points of protocols (example # of PK draws, # of EKG, observation time, possibility of reactions, side effects)
Phase 1 trials-(first in Human) 1:1 care
Phase 2-3- 1:2 patients

☑ Skill mix

Description:
All RN staff
Charge nurse

☑ Level of experience of nursing and patient care staff

Description:
Minimum or 2 years acute RN experience.
Oncology Chemotherapy Certified

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

Description:
4th floor Arnold building, part of a floor with 21 spaces. 9 used by ITU. 3 rooms with beds, 2 rooms with chairs and 4 bays with curtains.
1 room is FACT Accredidation room with daily cleaning requirements.
ITU is South end on unit, nurses station (with 5 desks) in a line facing the 2 rooms with chairs doors are windows for nurses to have eyes on patient. Rooms with beds located to the right of nursing stating. bays to the left. Charge office located on West station. Medication room, dirty utility room, staff locker room. Each room has a bathroom and there are 2 patient bathrooms. 1 staff bathroom and kitchen. Space with stretcher for EKG's.

☑ Other

Description:
Clinic open 8-1830 Monday to Friday, closed holidays
Charge 07-1730
Low volume high Acuity.
Avg 5-10 Patients, moving to 13-14
RN staffing increases based on patient volume, acuity, and research studies.
1:1 staffing for phase 1 and 1:2 staffing for phase 2-3

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Unit/ Clinic Name:	**First Hill SCI- Medical Oncology**
Unit/ Clinic Type:	**Cancer Institute Clinic**
Unit/ Clinic Address:	**1221 Madison Ste 200 & Ste 500, Seattle WA 98104**
Effective as of:	**2/27/2025**

Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday 2nd floor	0700-1730	10	2	0	0	0
	0800-1630	8	1	0	0	0
	0800-1730	9	1	0	0	0
	0830-1700	8	1	0	0	0
	0800-1730	9	1	0	0	0
Tuesday 2nd floor	0700-1730	10	2	0	0	0
	0800-1630	8	0	0	0	0
	0800-1730	9	1	0	0	0
	0830-1700	8	0	0	0	0
	0800-1730	9	1	0	0	0
Wednesday 2nd floor	0700-1730	10	1	0	0	0
	0800-1630	8	1	0	0	0
	0800-1730	9	0	0	0	0
	0830-1700	8	1	0	0	0
	0800-1730	9	1	0	0	0
Thursday 2nd floor	0700-1730	10	2	0	0	0
	0800-1630	8	1	0	0	0
	0800-1730	9	1	0	0	0
	0830-1700	8	1	0	0	0
	0800-1730	9	1	0	0	0
Friday 2nd floor	0700-1730	10	1	0	0	0
	0800-1630	8	0	0	0	0
	0800-1730	9	1	0	0	0
	0830-1700	8	1	0	0	0
	0800-1730	9	1	0	0	0
Monday 5th floor	0700-1730	10	4	0	0	0
Tuesday 5th floor	0700-1730	10	3	0	0	0
Wednesday 5th floor	0700-1730	10	3	0	0	0
Thursday 5th floor	0700-1730	10	3	0	0	0
Friday 5th floor	0700-1730	10	3	0	0	0

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First Hill SCI- Medical Oncology

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Medical Assistant	x			
Nursing Supervsior	x			
Sr Patient Services Specialist	x			
Patient Service Specialist	x			

Unit Information

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

☑ Other

Description:
Float nurse can work both floors.

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**First Hill SCI - Radiation Oncology**
Unit/ Clinic Type:	**Cancer Institute Clinic**
Unit/ Clinic Address:	**1221 Madison Ste 100, Seattle WA 98122**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0800-1630	8	2	0	0	0
Tuesday	0800-1630	8	3	0	0	0
Wednesday	0800-1630	8	3	0	0	0
Thursday	0800-1630	8	3	0	0	0
Friday	0800-1630	8	2	0	0	0

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First Hill SCI Radiation Oncology

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Radiation Therapist	x			
Medical Dosimetrist	x			
Medical Physicist	x			
Medical Assistant	x			
Patient Services Specialist	x			
Scheduler	x			
Clinic Supervisor	x			
Radiation Therapist Supv.	x			
Nuclear Medicine Tech.	x			
Lead Front Desk/Scheduler	x			

Unit Information

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Unit/ Clinic Name:	**First Hill SCI - The Center for Blood Disorders and Stem Cell Transplants**
Unit/ Clinic Type:	**Cancer Institute Outpatient Clinic**
Unit/ Clinic Address:	**1221 Madison, 10th Floor, Seattle WA 98104**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0730-0530	10	8	0	0	0
Tuesday	0730-0530	10	6	0	0	0
Wednesday	0730-0530	10	8	0	0	0
Thursday	0730-0530	10	8	0	0	0
Friday	0730-0530	10	8	0	0	0

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First Hill SCI - The Center for Blood Disorders and Stem Cell Transplants

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
MA	x			
Senior Patient Services Specialist	x			

Unit Information

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**First Hill SCI Ambulatory Infusion Center**
Unit/ Clinic Type:	**Cancer Institute Clinic**
Unit/ Clinic Address:	**1142 Columbia, Seattle, WA 98104**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0700-1730	10	3	0	0	0
	0700-1530	8	0	0	1	0
Tuesday	0700-1730	10	3	0	0	0
	0700-1530	8	0	0	1	0
Wednesday	0700-1730	10	3	0	0	0
	0700-1530	8	0	0	1	0
Thursday	0700-1730	10	3	0	0	0
	0700-1530	8	0	0	1	0
Friday	0700-1730	10	3	0	0	0
	0700-1530	8	0	0	1	0

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First Hill SCI Ambulatory Infusion Center

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
SPSS	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:
Daily Volume scheduled.

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

Description:
Acuity of patient's scheduled, titrating drugs, and length of treatment.

☑ Skill mix

Description:
All RN staff with CNA.
Charge nurse

☑ Level of experience of nursing and patient care staff

Description:
Minimum or 1 year of nursing experience.

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

Description:
Located in First Hill Medical Pavilion.
2 rooms with doors, 11 bays with chairs located next to windows in a L shape.
2 nurses station, one at entrance where SPSS, CNA, and Charge nurse sit. Across from the 2 rooms. Other nurse Station is at the end of the L by rooms 13 to 3.
2 Patient bathroom located between the stations.
Inner wall has Kitchen, medication room, and dirty utility.
Medication room has a badge entry.

☑ Other

Description:
RN Staffing increases based on patient volume and acuity.
4 RNs if census 25-34
5 RNs if census over 35
If insufficient RNs, patients are rescheduled

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Unit/ Clinic Name:	**First Hill Swedish Cancer Institute Treatment Center**
Unit/ Clinic Type:	**Outpatient infusion Center**
Unit/ Clinic Address:	**1221 Madison Street suite 300**
Effective as of:	**2/27/2025**
Metric:	

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0700-1630	9	2	0	0	0
	0800-1730	9	14	0	0	0
	0900-1930	10	2	0	0	0
Tuesday	0700-1630	9	2	0	0	0
	0800-1730	9	14	0	0	0
	0900-1930	10	2	0	0	0
Wednesday	0700-1630	9	2	0	0	0
	0800-1730	9	14	0	0	0
	0900-1930	10	2	0	0	0
Thursday	0700-1630	9	2	0	0	0
	0800-1730	9	14	0	0	0
	0900-1930	10	2	0	0	0
Friday	0700-1630	9	2	0	0	0
	0800-1730	9	14	0	0	0
	0900-1930	10	2	0	0	0
Saturday	0800-1730	9	5	0	0	0
Sunday	0800-1730	9	3	0	0	0

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Swedish Cancer Institute Treatment Center

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
SPSS	x			x
MA	X			
Assistant Patient Transporter	x			
Nurse Tech per diem	Variable			

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:
Daily Volume scheduled, add on's, cancellations.

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

Description:
Acuity of patients, speciality treatments (bone marrow biopsy, phlebotomy, Stem cell reinfusions, Car T cell reinfusions, Lutathera, first time treatment)

☑ Skill mix

Description:
RN
Charge nurse (doesn't take patients). available for reactions, problem solving etc.
MA variable
Assistant patient transporter

☑ Level of experience of nursing and patient care staff

Description:
RNs must be chemo certified.
RNs must have minimum 2 years acute RN experience

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

Description:
3rd and 4th floor Arnold building 43 chairs-9 rooms and 34 bays. 3rd floor has 3 nurses stations with patient bathrooms, medication room, solid utility room, charge area. 4th floor has 2 nurses stations, patient bathroom, medication room and solid utility room
2 room is FACT Accredidation room with daily cleaning requirements on 3rd floor
3rd floor has staff lounge, lobby with check in desk and manager office.

☑ Other

Open 7 days a week, all holidays except Christmas.
Monday to Friday open 07-1930, Saturday, Sundays, and holidays 8-1730.
Variable start times. RN staffing increases based on patient volume, acuity, and procedures.
MA-one employee, works alternating schedule, SPSS, Asst pt transporter, nurse tech PD.
Standard nurse patient ratio is 1:3, each nurse takes an avg of 5-7 patients per day.
Lab is saffed with 4 nurses and is included in the daily RN number.

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Unit/ Clinic Name:	**First Hill SCI - The Center for Blood Disorders and Stem Cell Transplants**
Unit/ Clinic Type:	**Cancer Institute Outpatient - Dr. Goldburg Clinic**
Unit/ Clinic Address:	**1221 Madison, 10th Floor, Seattle WA 98104**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Tuesday	0730-0530	10	2	0	0	0
Wednesday	0730-0530	10	2	0	0	0
Thursday	0730-0530	10	2	0	0	0
Friday	0730-0530	10	2	0	0	0

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SCI - Blood Disorders and Stem Cell Transplants - Dr. Goldburg Clinic

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Senior Patient Services Specialist	x			

Unit Information

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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:	**SCI Medical Oncology Clinic Issaquah**
Unit/ Clinic Type:	**Cancer Institute Outpatient Clinic**
Unit/ Clinic Address:	**751 NE Blakely Dr. Suite 1090, Issaquah WA 98029**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0830-1700	8	5	0	0	4
Tuesday	0800-1730	8	5	0	0	4
Wednesday	0800-1730	8	5	0	0	4
Thursday	0800-1730	8	5	0	0	4
Friday	0800-1730	8	5	0	0	4

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SCI Medical Oncology Clinic Issaquah

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
ARNP	X			
Social Worker	X			
Senior Patient Service Specialist	X			
Senior Patient Service Specialist Referral coordinator	X			
Patient financial counselor	X			

Unit Information

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

☑ Other

Description: If nurse practitioners have full patient load, we may staff up a nurse and MA to accommodate. Intermittently there is a dietician on Mondays, a music therapist on Mondays, art therapist on Wednesdays, and genetics on variable days.
RN shifts are variable based on patient volume and acuity, shifts are: (pick up from other page)

7am	10
7:30am	9
8am	8
8:30am	8

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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:	**SCI Medical Oncology Infusion Issaquah**		
Unit/ Clinic Type:	**SCI Outpatient Clinic**		
Unit/ Clinic Address:	**751 NE Blakely Dr. Suite 1090, Issquah WA 98029**		
Average Daily Census:		**Max # of Chairs/Beds:**	**20**
Effective as of:	**2/27/2025**		
Census			

Census	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)
62	0800-1730	9	13	0	0	0	1.89	0.00	0.00	0.00	1.89
61	0800-1730	9	13	0	0	0	1.89	0.00	0.00	0.00	1.89
60	0800-1730	9	13	0	0	0	1.89	0.00	0.00	0.00	1.89
59	0800-1730	9	13	0	0	0	1.89	0.00	0.00	0.00	1.89
58	0800-1730	9	13	0	0	0	1.89	0.00	0.00	0.00	1.89
57	0800-1730	9	12	0	0	0	1.74	0.00	0.00	0.00	1.74
56	0800-1730	9	12	0	0	0	1.74	0.00	0.00	0.00	1.74
55	0800-1730	9	12	0	0	0	1.74	0.00	0.00	0.00	1.74
54	0800-1730	9	12	0	0	0	1.74	0.00	0.00	0.00	1.74
53	0800-1730	9	12	0	0	0	1.74	0.00	0.00	0.00	1.89
52	0800-1730	9	11	0	0	0	1.60	0.00	0.00	0.00	1.89
51	0800-1730	9	11	0	0	0	1.60	0.00	0.00	0.00	1.60
50	0800-1730	9	11	0	0	0	1.60	0.00	0.00	0.00	1.60
49	0800-1730	9	11	0	0	0	1.60	0.00	0.00	0.00	1.60
48	0800-1730	9	11	0	0	0	1.60	0.00	0.00	0.00	1.60
47	0800-1730	9	10	0	0	0	1.45	0.00	0.00	0.00	1.45
46	0800-1730	9	10	0	0	0	1.45	0.00	0.00	0.00	1.45
45	0800-1730	9	10	0	0	0	1.45	0.00	0.00	0.00	1.45
44	0800-1730	9	10	0	0	0	1.45	0.00	0.00	0.00	1.45
43	0800-1730	9	10	0	0	0	1.45	0.00	0.00	0.00	1.45
42	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31

41	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
40	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
39	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
38	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
37	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
36	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.16
35	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.16
34	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.16
33	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.16
32	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.16
31	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.16
30	0800-1730	9	7	0	0	0	1.02	0.00	0.00	0.00	1.02
29	0800-1730	9	7	0	0	0	1.02	0.00	0.00	0.00	1.89
28	0800-1730	9	7	0	0	0	1.02	0.00	0.00	0.00	1.02
27	0800-1730	9	7	0	0	0	1.02	0.00	0.00	0.00	1.02
26	0800-1730	9	7	0	0	0	1.02	0.00	0.00	0.00	1.02
25	0800-1730	9	7	0	0	0	1.02	0.00	0.00	0.00	1.02
24	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	0.87
23	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	0.87
22	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	0.87
21	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	0.87
20	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.89
19	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.89
18	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.89
17	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.89
16	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.89
15	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.73
14	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.73
13	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.73
12	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.02
11	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.87
10	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.87
9	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.87
8	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.87
7	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.89
6	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.89
5	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.89
4	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.89
3	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	1.89
2	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.73
1	0800-1730	9	5	0	0	0	0.73	0.00	0.00	0.00	0.73

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SCI Medical Oncology Infusion Issaquah

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
ARNP	X			
Social Worker	X			
Senior Patient Service Specialist	X			
Senior Patient Service Specialist Referral coordinator	X			
Patient financial counselor	X			

Unit Information

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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:	**SCI - Rad Onc - Issaquah Satellite**
Unit/ Clinic Type:	**Cancer Institute Clinic**
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**
Effective as of:	**2/27/2025**
Day of the week	

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0800-1630	8	1	0	0	0
Tuesday	0800-1630	8	1	0	0	0
Wednesday	0800-1630	8	1	0	0	0
Thursday	0800-1630	8	1	0	0	0
Friday	0800-1630	8	1	0	0	0

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SCI - Rad Onc - Issaquah Satellite

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Radiation Therapist	x			
Medical Dosimetrist	x			
Medical Physicist	x			
Patient Services Specialist	x			
Clinic Supervisor	x			
Radiation Therapist Supv.	x			
Nuclear Medicine Tech.	x			

Unit Information

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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

Unit/ Clinic Name:	**SCI Ambulatory Infusion Issaquah**		
Unit/ Clinic Type:	**Cancer Institute Outpatient Clinic**		
Unit/ Clinic Address:	**751 NE Blakely Dr. Suite 1090, Issquah WA 98029**		
Average Daily Census:		**Max # of Chairs/Beds:**	**8**
Effective as of:	**2/27/2025**		
Census			

Census	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)
29	0800-1630	8	3	0	0	0	0.83	0.00	0.00	0.00	0.83
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
28	0800-1630	8	3	0	0	0	0.83	0.00	0.00	0.00	0.83
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
27	0800-1630	8	3	0	0	0	0.83	0.00	0.00	0.00	0.83
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
26	0800-1630	8	3	0	0	0	0.83	0.00	0.00	0.00	0.83
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
25	0800-1630	8	3	0	0	0	0.83	0.00	0.00	0.00	0.83
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
24	0800-1630	8	3	0	0	0	0.83	0.00	0.00	0.00	0.83
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
23	0800-1630	8	3	0	0	0	0.83	0.00	0.00	0.00	0.83
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
22	0800-1630	8	2	0	0	0	0.55	0.00	0.00	0.00	0.55
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
21	0800-1630	8	2	0	0	0	0.55	0.00	0.00	0.00	0.55
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
20	0800-1630	8	2	0	0	0	0.55	0.00	0.00	0.00	0.55
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
19	0800-1630	8	2	0	0	0	0.55	0.00	0.00	0.00	0.55
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26

18	0800-1630	8	2	0	0	0	0.55	0.00	0.00	0.00	0.55
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
17	0800-1630	8	2	0	0	0	0.55	0.00	0.00	0.00	0.55
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
16	0800-1630	8	2	0	0	0	0.55	0.00	0.00	0.00	0.55
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
15	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
14	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
13	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.58	0.00	0.00	0.00	0.58
12	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
11	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
10	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
9	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
8	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
7	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
6	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
5	0800-1630	8	1	0	0	0	0.28	0.00	0.00	0.00	0.28
	0900-1630	7.5	1	0	0	0	0.26	0.00	0.00	0.00	0.26
4	0800-1630	8	1	0	0	0	2.00	0.00	0.00	0.00	2.00
	0900-1630	7.5	1	0	0	0	1.88	0.00	0.00	0.00	1.88
3	0800-1630	8	1	0	0	0	2.67	0.00	0.00	0.00	2.67
	0900-1630	7.5	1	0	0	0	2.50	0.00	0.00	0.00	2.50
2	0800-1630	8	1	0	0	0	4.00	0.00	0.00	0.00	4.00
	0900-1630	7.5	1	0	0	0	3.75	0.00	0.00	0.00	3.75
1	0800-1630	8	1	0	0	0	8.00	0.00	0.00	0.00	8.00
	0900-1630	7.5	1	0	0	0	7.50	0.00	0.00	0.00	7.50

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SCI Ambulatory Infusion Issaquah

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
ARNP	X			
Social Worker	X			
Senior Patient Service Specialist	X			
Senior Patient Service Specialist Referral coordinator	X			
Patient financial counselor	X			

Unit Information

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

☑ Other

Description: If nurse practitioners have full patient load, we may staff up a nurse and MA to accommodate. Intermittently there is a dietician on Mondays, a music therapist on Mondays, art therapist on Wednesdays, and genetics on variable days.

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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:	**SCI - Medical Oncology & Medical Treatment Center-Ballard**
Unit/ Clinic Type:	**Outpatient Clinic - Cancer Institute**
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle WA 98107**
Effective as of:	**2/27/2025 *Bi-Weekly Schedule**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday Week 1	0800-1630	8	0	0	0	0
	0800-1730	9	2	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	1	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	2	0	0	0
Tuesday Week 1	0800-1630	8	0	0	0	0
	0800-1730	9	2	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	1	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	1	0	0	0
Wednesday Week 1	0800-1630	8	0	0	0	0
	0800-1730	9	2	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	1	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	2	0	0	0
Thursday Week 1	0800-1630	8	0	0	0	0
	0800-1730	9	3	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	0	0	0	0
	1000-1400	4	0	0	0	0
	0800-1630 Clinic	8	1	0	0	0
Friday Week 1	0800-1630	8	0	0	0	0
	0800-1730	9	3	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	0	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	0	0	0	0

Monday Week 2	0800-1630	8	0	0	0	0
	0800-1730	9	3	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	0	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	2	0	0	0
Tuesday Week 2	0800-1630	8	0	0	0	0
	0800-1730	9	2	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	1	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	1	0	0	0
Wednesday Week 2	0800-1630	8	0	0	0	0
	0800-1730	9	2	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	1	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	2	0	0	0
Thursday Week 2	0800-1630	8	0	0	0	0
	0800-1730	9	3	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	0	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	0	0	0	0
Friday Week 2	0800-1630	8	0	0	0	0
	0800-1730	9	2	0	0	0
	0900-1500	5.5	0	0	0	0
	0900-1730	8	1	0	0	0
	1000-1400	4	0	0	0	0
	0800-1730 Clinic	9	0	0	0	0

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SCI - Medical Oncology & Medical Treatment Center-Ballard

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
PSC	x			
Rapid Response Team	x	x	x	x

Unit Information

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

☑ Other

Description:
Number of RNs varies based on census and patient acuity.

Rapid Response Team is a predetermined set of staff roles who respond to patients with progressively declining symptoms. The team includes Critical Care RN, Unit RN, RCP (resp care practitioner).

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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:	**Edmonds SCI - Medication Oncology**
Unit/ Clinic Type:	**Cancer Institute Clinic**
Unit/ Clinic Address:	**21632 Hwy 99, Edmonds, 98026**
Effective as of:	**2/27/2025**

Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0800-1730	9	3	0	0	0
Tuesday	0800-1730	9	3	0	0	0
Wednesday	0800-1730	9	3	0	0	0
Thursday	0800-1730	9	3	0	0	0
Friday	0800-1730	9	3	0	0	0

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Edmonds SCI - Medication Oncology

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Sr. Patient Services Specialist	x			
Nurse Tech	x			
Research Coordinator	x			

Unit Information

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

☑ Other

Description:
Either 1 MA or RN per physician office
RN staffing dependent on patient volume and number of providers in clinic

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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:	**Edmonds SCI - Radiation Oncology**
Unit/ Clinic Type:	**Cancer Institute Clinic**
Unit/ Clinic Address:	**21605 76th Ave W, Ste 100, Edmonds, 98026**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0800-1630	8	1	0	0	0
Tuesday	0800-1630	8	1	0	0	0
Wednesday	0800-1630	8	2	0	0	0
Thursday	0800-1630	8	2	0	0	0
Friday	0800-1630	8	1	0	0	0

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Edmonds SCI - Radiation Oncology

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Radiation Therapist	x			
Medical Dosimetrist	x			
Medical Physicist	x			
Patient Services Specialist	x			
Clinic Supervisor	x			
Radiation Therapist Supv.	x			
Nuclear Medicine Tech.	x			

Unit Information

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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:	**Edmonds SCI Treatment Center**		
Unit/ Clinic Type:	**Outpatient Clinic**		
Unit/ Clinic Address:	**21632 Hwy 99, Edmonds WA 98026**		
Average Daily Census:		**Maximum # of Beds:**	
Effective as of:	**2/27/2025**		
# 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)
62	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
61	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
60	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
59	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
58	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
57	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
56	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
55	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
54	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
53	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
52	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
51	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
50	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
49	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
48	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
47	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
46	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
45	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
44	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
43	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
42	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
41	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
40	0800-1730	9	9	0	0	0	1.31	0.00	0.00	0.00	1.31
39	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
38	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
37	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
36	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31

35	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
34	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
33	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
32	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
31	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
30	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
29	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
28	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
27	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
26	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
25	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
24	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
23	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
22	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
21	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
20	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
19	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
18	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
17	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
16	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
15	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
14	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
13	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
12	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
11	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
10	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
9	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
8	0800-1730	9	8	0	0	0	1.16	0.00	0.00	0.00	1.31
7	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
6	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
5	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
4	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
3	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
2	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31
1	0800-1730	9	6	0	0	0	0.87	0.00	0.00	0.00	1.31

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Edmonds SCI Treatment

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Sr. Patient Services Specialist	x			
Nurse Tech	variable			
Supervisor	x			
Registered Dietician	x			
Music Therapy	x			
Art Therapy	x			
Research Coordinator	x			

Unit Information

☑ Other

Description:
RN shifts have variable start times:
8a-530p
830a-6p
9a-630p
730a-5p (Charge RN)

**Consideration taken for a front loaded morning and lighter afternoon
Standard Nurse:Patient ratio is 1:3
This matrix is for a 19 chair infusion bay
Each RN avgs 5-7 patients by end of day
Charge RN is included in the above numbers
Clinic RN/MA Staffing
One RN/MA for each provider in clinic
Two RNs in central lab draw
One RN in the main triage role
One RN in the float/triage role

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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:	**Ballard 4 East**		
Unit/ Clinic Type:	**Med Surg overflow**		
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle WA 98107**		
Average Daily Census:	**(Combined with 4S Med Surg)**	**Maximum # of Beds:**	**5**
Effective as of:	**2/27/2025**		

Census	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)
5	0700-1900	12	1	0	1	0	2.40	0.00	2.40	0.00	
	1900-0700	12	1	0	1	0	2.40	0.00	2.40	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
4	0700-1900	12	1	0	1	0	3.00	0.00	3.00	0.00	
	1900-0700	12	1	0	1	0	3.00	0.00	3.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
3	0700-1900	12	1	0	1	0	4.00	0.00	4.00	0.00	
	1900-0700	12	1	0	1	0	4.00	0.00	4.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
2	0700-1900	12	1	0	1	0	6.00	0.00	6.00	0.00	
	1900-0700	12	1	0	1	0	6.00	0.00	6.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
1	0700-1900	12	1	0	1	0	12.00	0.00	12.00	0.00	
	1900-0700	12	1	0	1	0	12.00	0.00	12.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00

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Unit Information - 4 E Overflow

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Break Relief RN	X	X		X
Case mgmt	x	x		x
Chaplain	x			
Dietitian	x			X
HUC	X	x		X
Infection Prevention	x			
IV therapy	x			
Lab	x	x	x	x
Nursing Supervisor	x	x	x	x
OT/PT	x	X		X
Pharmacist	x	x	x	x
PSA	x	x	x	x
Rapid Response Team	x	x	x	x
Respiratory Therapy	x	x	x	x
Security	x	x	x	x
Social Worker	x	X		X
Wound care via telehealth	x			

Unit Information

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

☑ Other

Description:
Break Relief Nurses (BK RN) are not included in HPPD. Break RNs are not taking a patient load, they are specifically there to cover breaks for RNs.

Break relief Nurses - language from CBA:
Definition: Break-Relief Nurse. A Break-Relief Nurse is a Registered Nurse who is assigned the role

of relieving staff nurses from their patient assignments for their rest periods and meal breaks. The Break-Relief Staff Nurse shall not routinely have a permanent patient assignment during that break-relief portion of a shift, except in emergent situations. The break relief nurse should cover no more than 5 nurses breaks per shift.

Rapid Response Team is a predetermined set of staff roles who respond to patients with progressively declining symptoms. The team includes Critical Care RN, Unit RN, RCP (resp care practitioner).

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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:	**Ballard 4S**		
Unit/ Clinic Type:	**Med Surg**		
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle WA 98107**		
Average Daily Census:	**24.6**	**Maximum # of Beds:**	**31**
Effective as of:	**2/27/2025**		

Census

Census	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)
31	0700-1900	12	8	0	5	0	3.10	0.00	1.94	0.00	
	1900-0700	12	8	0	3	0	3.10	0.00	1.16	0.00	
							0.00	0.00	0.00	0.00	9.29
30	0700-1900	12	7	0	5	0	2.80	0.00	2.00	0.00	
	1900-0700	12	7	0	3	0	2.80	0.00	1.20	0.00	
		0					0.00	0.00	0.00	0.00	8.80
29	0700-1900	12	7	0	5	0	2.90	0.00	2.07	0.00	
	1900-0700	12	7	0	3	0	2.90	0.00	1.24	0.00	
		0					0.00	0.00	0.00	0.00	9.10
28	0700-1900	12	7	0	5	0	3.00	0.00	2.14	0.00	
	1900-0700	12	7	0	3	0	3.00	0.00	1.29	0.00	
		0					0.00	0.00	0.00	0.00	9.43
27	0700-1900	12	7	0	5	0	3.11	0.00	2.22	0.00	
	1900-0700	12	7	0	3	0	3.11	0.00	1.33	0.00	
		0					0.00	0.00	0.00	0.00	9.78
26	0700-1900	12	7	0	4	0	3.23	0.00	1.85	0.00	
	1900-0700	12	7	0	3	0	3.23	0.00	1.38	0.00	
		0					0.00	0.00	0.00	0.00	9.69
25	0700-1900	12	7	0	4	0	3.36	0.00	1.92	0.00	
	1900-0700	12	7	0	3	0	3.36	0.00	1.44	0.00	
		0					0.00	0.00	0.00	0.00	10.08
24	0700-1900	12	6	0	4	0	3.00	0.00	2.00	0.00	
	1900-0700	12	6	0	3	0	3.00	0.00	1.50	0.00	
		0					0.00	0.00	0.00	0.00	9.50
23	0700-1900	12	6	0	4	0	3.13	0.00	2.09	0.00	
	1900-0700	12	6	0	3	0	3.13	0.00	1.57	0.00	
		0					0.00	0.00	0.00	0.00	9.91
22	0700-1900	12	6	0	3	0	3.27	0.00	1.64	0.00	
	1900-0700	12	6	0	3	0	3.27	0.00	1.64	0.00	
		0					0.00	0.00	0.00	0.00	9.82
21	0700-1900	12	6	0	3	0	3.43	0.00	1.71	0.00	
	1900-0700	12	6	0	2	0	3.43	0.00	1.14	0.00	
		0					0.00	0.00	0.00	0.00	9.71
20	0700-1900	12	6	0	2	0	3.60	0.00	1.20	0.00	
	1900-0700	12	6	0	2	0	3.60	0.00	1.20	0.00	
		0					0.00	0.00	0.00	0.00	9.60
19	0700-1900	12	5	0	2	0	3.16	0.00	1.26	0.00	
	1900-0700	12	5	0	2	0	3.16	0.00	1.26	0.00	
		0					0.00	0.00	0.00	0.00	8.84
18	0700-1900	12	5	0	2	0	3.33	0.00	1.33	0.00	
	1900-0700	12	5	0	2	0	3.33	0.00	1.33	0.00	
		0					0.00	0.00	0.00	0.00	9.33
17	0700-1900	12	5	0	2	0	3.53	0.00	1.41	0.00	
	1900-0700	12	5	0	2	0	3.53	0.00	1.41	0.00	
		0					0.00	0.00	0.00	0.00	9.88
16	0700-1900	12	5	0	2	0	3.75	0.00	1.50	0.00	
	1900-0700	12	5	0	2	0	3.75	0.00	1.50	0.00	

		0					0.00	0.00	0.00	0.00	10.50
15	0700-1900	12	4	0	2	0	3.20	0.00	1.60	0.00	
	1900-0700	12	4	0	2	0	3.20	0.00	1.60	0.00	
		0					0.00	0.00	0.00	0.00	9.60
14	0700-1900	12	4	0	2	0	3.43	0.00	1.71	0.00	
	1900-0700	12	4	0	1	0	3.43	0.00	0.86	0.00	
		0					0.00	0.00	0.00	0.00	9.43
13	0700-1900	12	4	0	1	0	3.69	0.00	0.92	0.00	
	1900-0700	12	4	0	1	0	3.69	0.00	0.92	0.00	
		0					0.00	0.00	0.00	0.00	9.23
12	0700-1900	12	3	0	1	0	3.00	0.00	1.00	0.00	
	1900-0700	12	3	0	1	0	3.00	0.00	1.00	0.00	
		0					0.00	0.00	0.00	0.00	8.00
11	0700-1900	12	3	0	1	0	3.27	0.00	1.09	0.00	
	1900-0700	12	3	0	1	0	3.27	0.00	1.09	0.00	
		0					0.00	0.00	0.00	0.00	8.73
10	0700-1900	12	3	0	1	0	3.60	0.00	1.20	0.00	
	1900-0700	12	3	0	1	0	3.60	0.00	1.20	0.00	
		0					0.00	0.00	0.00	0.00	9.60
9	0700-1900	12	3	0	0	0	4.00	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	4.00	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	8.00
8	0700-1900	12	3	0	0	0	4.50	0.00	0.00	0.00	
	1900-0700	12	3	0	0	0	4.50	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	9.00
7	0700-1900	12	2	0	0	0	3.43	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	3.43	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	6.86
6	0700-1900	12	2	0	0	0	4.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	4.00	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	8.00
5	0700-1900	12	2	0	0	0	4.80	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	4.80	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	9.60
4	0700-1900	12	2	0	0	0	6.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	6.00	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	12.00
3	0700-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	8.00	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	16.00
2	0700-1900	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	12.00	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	24.00
1	0700-1900	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1900-0700	12	2	0	0	0	24.00	0.00	0.00	0.00	
		0					0.00	0.00	0.00	0.00	48.00

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Unit Information - 4S Med Surge

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case mgmt	x	x		x
Chaplain	x			
Dietitian	x			X
HUC	X	x		X
Infection Prevention	x			
IV therapy	x			
Lab	x	x	x	x
Nursing Supervisor	x	x	x	x
OT/PT	x	X		X
Pharmacist	x	x	x	x
PSA	x	x	x	x
Rapid Response Team	x	x	x	x
Respiratory Therapy	x	x	x	x
Security	x	x	x	x
Social Worker	x	X		X
Wound care via telehealth	x			

☑ Other

Description:
HUC: Day shift from census 9-31. No night shift HUC.

Break Relief Nurses (BK RN) are not included in HPPD. Break RNs are not taking a patient load, they are specifically there to cover breaks for RNs.

Break relief Nurses - language from CBA:
Definition: Break-Relief Nurse. A Break-Relief Nurse is a Registered Nurse who is assigned the role of relieving staff nurses from their patient assignments for their rest periods and meal breaks. The Break-Relief Staff Nurse shall not routinely have a permanent patient assignment during that break-relief portion of a shift, except in emergent situations. The break relief nurse should cover no more than 5 nurses breaks per shift.

Rapid Response Team is a predetermined set of staff roles who respond to patients with progressively declining symptoms. The team includes Critical Care RN, Unit RN, RCP (resp care practitioner).

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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:	**Ballard Addiction Recovery**										
Unit/ Clinic Type:	**ARS**										
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle WA 98107**										
Average Daily Census:	**12.1**				**Maximum # of Beds:**		**29**				
Effective as of:	**2/27/2025**										
Census											
Census	**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)
29	0700-1900	12	7	0	0	0	2.90	0.00	0.00	0.00	6.21
	1900-0700	12	7	0	0	0	2.90	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.41	0.00	
28	0700-1900	12	7	0	0	0	3.00	0.00	0.00	0.00	6.43
	1900-0700	12	7	0	0	0	3.00	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.43	0.00	
27	0700-1900	12	7	0	0	0	3.11	0.00	0.00	0.00	6.67
	1900-0700	12	7	0	0	0	3.11	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.44	0.00	
26	0700-1900	12	7	0	0	0	3.23	0.00	0.00	0.00	6.92
	1900-0700	12	7	0	0	0	3.23	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.46	0.00	
25	0700-1900	12	6	0	0	0	2.88	0.00	0.00	0.00	6.24
	1900-0700	12	6	0	0	0	2.88	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.48	0.00	
24	0700-1900	12	6	0	0	0	3.00	0.00	0.00	0.00	6.50
	1900-0700	12	6	0	0	0	3.00	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.50	0.00	
23	0700-1900	12	6	0	0	0	3.13	0.00	0.00	0.00	6.78
	1900-0700	12	6	0	0	0	3.13	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.52	0.00	
22	0700-1900	12	6	0	0	0	3.27	0.00	0.00	0.00	7.09
	1900-0700	12	6	0	0	0	3.27	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.55	0.00	
21	0700-1900	12	6	0	0	0	3.43	0.00	0.00	0.00	7.43
	1900-0700	12	6	0	0	0	3.43	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.57	0.00	
20	0700-1900	12	5	0	0	0	3.00	0.00	0.00	0.00	6.60
	1900-0700	12	5	0	0	0	3.00	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.60	0.00	
19	0700-1900	12	5	0	0	0	3.16	0.00	0.00	0.00	6.95
	1900-0700	12	5	0	0	0	3.16	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.63	0.00	
18	0700-1900	12	5	0	0	0	3.33	0.00	0.00	0.00	7.33
	1900-0700	12	5	0	0	0	3.33	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.67	0.00	
17	0700-1900	12	5	0	0	0	3.53	0.00	0.00	0.00	7.76
	1900-0700	12	5	0	0	0	3.53	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.71	0.00	
16	0700-1900	12	5	0	0	0	3.75	0.00	0.00	0.00	8.25
	1900-0700	12	5	0	0	0	3.75	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.75	0.00	

15	0700-1900	12	4	0	0	0	3.20	0.00	0.00	0.00	7.20
	1900-0700	12	4	0	0	0	3.20	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.80	0.00	
14	0700-1900	12	4	0	0	0	3.43	0.00	0.00	0.00	7.71
	1900-0700	12	4	0	0	0	3.43	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.86	0.00	
13	0700-1900	12	4	0	0	0	3.69	0.00	0.00	0.00	7.38
	1900-0700	12	3	0	0	0	2.77	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	0.92	0.00	
12	0700-1900	12	3	0	0	0	3.00	0.00	0.00	0.00	7.00
	1900-0700	12	3	0	0	0	3.00	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	1.00	0.00	
11	0700-1900	12	3	0	0	0	3.27	0.00	0.00	0.00	7.64
	1900-0700	12	3	0	0	0	3.27	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	1.09	0.00	
10	0700-1900	12	3	0	0	0	3.60	0.00	0.00	0.00	8.40
	1900-0700	12	3	0	0	0	3.60	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	1.20	0.00	
9	0700-1900	12	3	0	0	0	4.00	0.00	0.00	0.00	9.33
	1900-0700	12	3	0	0	0	4.00	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	1.33	0.00	
8	0700-1900	12	3	0	0	0	4.50	0.00	0.00	0.00	10.50
	1900-0700	12	3	0	0	0	4.50	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	1.50	0.00	
7	0700-1900	12	2	0	0	0	3.43	0.00	0.00	0.00	8.57
	1900-0700	12	2	0	0	0	3.43	0.00	0.00	0.00	
	0800-2000	12	0	0	1	0	0.00	0.00	1.71	0.00	
6	0700-1900	12	2	0	0	0	4.00	0.00	0.00	0.00	8.00
	1900-0700	12	2	0	0	0	4.00	0.00	0.00	0.00	
	0800-2000	0	0	0	0	0	0.00	0.00	0.00	0.00	
5	0700-1900	12	2	0	0	0	4.80	0.00	0.00	0.00	9.60
	1900-0700	12	2	0	0	0	4.80	0.00	0.00	0.00	
	0800-2000	0	0	0	0	0	0.00	0.00	0.00	0.00	
4	0700-1900	12	2	0	0	0	6.00	0.00	0.00	0.00	12.00
	1900-0700	12	2	0	0	0	6.00	0.00	0.00	0.00	
	0800-2000	0	0	0	0	0	0.00	0.00	0.00	0.00	
3	0700-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	16.00
	1900-0700	12	2	0	0	0	8.00	0.00	0.00	0.00	
	0800-2000	0	0	0	0	0	0.00	0.00	0.00	0.00	
2	0700-1900	12	2	0	0	0	12.00	0.00	0.00	0.00	24.00
	1900-0700	12	2	0	0	0	12.00	0.00	0.00	0.00	
	0800-2000	0	0	0	0	0	0.00	0.00	0.00	0.00	
1	0700-1900	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00
	1900-0700	12	2	0	0	0	24.00	0.00	0.00	0.00	
	0800-2000	0	0	0	0	0	0.00	0.00	0.00	0.00	

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Unit Information - ARS

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case mgmt	x			x
Chaplain	x			
Dietitian	x			
HUC (shifts vary by unit)	X	x		x
Infection Prevention	x			
IV therapy	x			
Lab	x	x	x	x
Nursing Supervisor	x	x	x	x
OT/PT	x			
Pharmacist	x	x	x	x
PSA	x	x	x	x
Rapid Response Team	x	x	x	x
Respiratory Therapy	x	x	x	x
Security	x	x	x	x
Social Worker	x			
Substance Use Disorder Professional	x	x		x
Wound care via telehealth	x			

Unit Information

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

☑ Other

Description:
HUC: Day shift from census 7-29. No night shift HUC. Completes unit administrative tasks
Substance Use Disorder Professional (SUDP): Admissions, ASAM assessments, Case Management, Group Therapy
Social Work: Admissions and Case Management, Group Therapy
Rapid Response Team is a predetermined set of staff roles who respond to patients with progressively declining symptoms. The team includes Critical Care RN, Unit RN, RCP (resp care practitioner).

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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:	**Ballard Behavioral Health, 3 North**		
Unit/ Clinic Type:	**Psychiatric Acute Adult**		
Unit/ Clinic Address:	**5300 Tallman Ave NW, 3 North, Seattle WA 98107**		
Average Daily Census:	**7.6**	**Maximum # of Beds:**	**8**
Effective as of:	**2/27/2025**		

Census

Census	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)
8	0700-1900	12	2	0	1	0	3	0	1.5	0	
	1900-0700	12	2	0	0	0	3	0	0	0	
											7.50
7	0700-1900	12	2	0	1	0	3.43	0	1.71	0	
	1900-0700	12	2	0	0	0	3.43	0	0	0	
							0	0	0	0	8.57
6	0700-1900	12	2	0	1	0	4	0	2	0	
	1900-0700	12	2	0	0	0	4	0	0	0	
											10.00
5	0700-1900	12	2	0	1	0	4.8	0	2.4	0	
	1900-0700	12	2	0	0	0	4.8	0	0	0	
											12.00
4	0700-1900	12	1	0	1	0	3	0	3	0	
	1900-0700	12	1	0	1	0	3	0	3	0	
											12.00
3	0700-1900	12	1	0	1	0	4	0	4	0	
	1900-0700	12	1	0	1	0	4	0	4	0	
											16.00
2	0700-1900	12	1	0	1	0	6	0	6	0	
	1900-0700	12	1	0	1	0	6	0	6	0	
											24.00
1	0700-1900	12	1	0	1	0	12	0	12	0	
	1900-0700	12	1	0	1	0	12	0	12	0	
											48.00

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Unit Information - BHU 3N

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case mgmt	x			x
Chaplain	x			
HUC (shifts vary by unit)	X	x		X
Infection Prevention	x			
IV therapy	x			
Lab	x	x	x	x
Nursing Supervisor	x	x		x
OT/PT	x			
Pharmacist	x	x	x	x
PSA	x	x	x	x
Rapid Response Team	x	x	x	x
Respiratory Therapy	x	x	x	x
Security	x	x	x	x
Social Worker	x			
Substance Use Disorder Professional	X	X		X
Wound care via telehealth	x			

Unit Information

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

☑ Other

Description:
Every reasonable effort will be made to have a 1:1 patient safety attendant as in addition to the above staffing matrix.
If flexing down in staff is required: create a plan for staff to complete required education, utilize the low census fund, and/or have staff go on standby if needed.
The charge nurse may ask for an additional 4-hour NAC above matrix to assist from 1900 to 2300, when assessed to be needed based on unit activity and acuity.
The staffing plan above is unanimously and decidedly adequate. No proposed or recommended changes needed apart from what is mentioned above (1-3).
Rapid Response Team is a predetermined set of staff roles who respond to patients with progressively declining symptoms. The team includes Critical Care RN, Unit RN, RCP (resp care practitioner).

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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:	**Ballard Behavioral Health**		
Unit/ Clinic Type:	**BHU - 4th floor**		
Unit/ Clinic Address:	**5300 Tallman Ave NW, 4 North, Seattle WA 98107**		
Average Daily Census:	**14**	**Maximum # of Beds:**	**14**
Effective as of:	**2/27/2025**		

Census

Census	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)
14	0700-1100	12	5	0	0	0	4.29	0.00	0.00	0.00	
	1100-1500	12	6	0	0	0	5.14	0.00	0.00	0.00	
	1500-1900	12	5	0	0	0	4.29	0.00	0.00	0.00	
	1900-2300	12	4	0	1	0	3.43	0.00	0.86	0.00	
	2300-0700	12	3	0	1	0	2.57	0.00	0.86	0.00	
							0.00	0.00	0.00	0.00	21.43
13	0700-1100	12	5	0	0	0	4.62	0.00	0.00	0.00	
	1100-1500	12	6	0	0	0	5.54	0.00	0.00	0.00	
	1500-1900	12	5	0	0	0	4.62	0.00	0.00	0.00	
	1900-2300	12	4	0	1	0	3.69	0.00	0.92	0.00	
	2300-0700	12	3	0	1	0	2.77	0.00	0.92	0.00	
		0					0.00	0.00	0.00	0.00	23.08
12	0700-1100	12	5	0	0	0	5.00	0.00	0.00	0.00	
	1100-1500	12	6	0	0	0	6.00	0.00	0.00	0.00	
	1500-1900	12	5	0	0	0	5.00	0.00	0.00	0.00	
	1900-2300	12	4	0	1	0	4.00	0.00	1.00	0.00	
	2300-0700	12	3	0	1	0	3.00	0.00	1.00	0.00	
		0					0.00	0.00	0.00	0.00	25.00
11	0700-1100	12	5	0	0	0	5.45	0.00	0.00	0.00	
	1100-1500	12	6	0	0	0	6.55	0.00	0.00	0.00	
	1500-1900	12	5	0	0	0	5.45	0.00	0.00	0.00	
	1900-2300	12	4	0	1	0	4.36	0.00	1.09	0.00	
	2300-0700	12	3	0	1	0	3.27	0.00	1.09	0.00	
		0					0.00	0.00	0.00	0.00	27.27
10	0700-1100	12	4	0	0	0	4.80	0.00	0.00	0.00	
	1100-1500	12	5	0	0	0	6.00	0.00	0.00	0.00	
	1500-1900	12	4	0	0	0	4.80	0.00	0.00	0.00	
	1900-2300	12	3	0	1	0	3.60	0.00	1.20	0.00	
	2300-0700	12	3	0	1	0	3.60	0.00	1.20	0.00	
		0					0.00	0.00	0.00	0.00	25.20
9	0700-1100	12	4	0	0	0	5.33	0.00	0.00	0.00	
	1100-1500	12	5	0	0	0	6.67	0.00	0.00	0.00	
	1500-1900	12	4	0	0	0	5.33	0.00	0.00	0.00	
	1900-2300	12	3	0	1	0	4.00	0.00	1.33	0.00	
	2300-0700	12	3	0	1	0	4.00	0.00	1.33	0.00	
		0					0.00	0.00	0.00	0.00	28.00
8	0700-1100	12	3	0	0	0	4.50	0.00	0.00	0.00	
	1100-1500	12	3	0	0	0	4.50	0.00	0.00	0.00	
	1500-1900	12	3	0	0	0	4.50	0.00	0.00	0.00	
	1900-2300	12	2	0	1	0	3.00	0.00	1.50	0.00	
	2300-0700	12	2	0	1	0	3.00	0.00	1.50	0.00	
		0					0.00	0.00	0.00	0.00	22.50

7	0700-1100	12	3	0	0	0	5.14	0.00	0.00	0.00	
	1100-1500	12	3	0	0	0	5.14	0.00	0.00	0.00	
	1500-1900	12	3	0	0	0	5.14	0.00	0.00	0.00	
	1900-2300	12	2	0	1	0	3.43	0.00	1.71	0.00	
	2300-0700	12	2	0	1	0	3.43	0.00	1.71	0.00	
		0					0.00	0.00	0.00	0.00	25.71
6	0700-1100	12	3	0	0	0	6.00	0.00	0.00	0.00	
	1100-1500	12	3	0	0	0	6.00	0.00	0.00	0.00	
	1500-1900	12	3	0	0	0	6.00	0.00	0.00	0.00	
	1900-2300	12	2	0	1	0	4.00	0.00	2.00	0.00	
	2300-0700	12	2	0	1	0	4.00	0.00	2.00	0.00	
		0					0.00	0.00	0.00	0.00	30.00
5	0700-1100	12	3	0	0	0	7.20	0.00	0.00	0.00	
	1100-1500	12	3	0	0	0	7.20	0.00	0.00	0.00	
	1500-1900	12	3	0	0	0	7.20	0.00	0.00	0.00	
	1900-2300	12	2	0	1	0	4.80	0.00	2.40	0.00	
	2300-0700	12	2	0	1	0	4.80	0.00	2.40	0.00	
		0					0.00	0.00	0.00	0.00	36.00
4	0700-1100	12	2	0	0	0	6.00	0.00	0.00	0.00	
	1100-1500	12	2	0	0	0	6.00	0.00	0.00	0.00	
	1500-1900	12	2	0	0	0	6.00	0.00	0.00	0.00	
	1900-2300	12	2	0	1	0	6.00	0.00	3.00	0.00	
	2300-0700	12	2	0	1	0	6.00	0.00	3.00	0.00	
		0					0.00	0.00	0.00	0.00	36.00
3	0700-1100	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1100-1500	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1500-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-2300	12	2	0	1	0	8.00	0.00	4.00	0.00	
	2300-0700	12	2	0	1	0	8.00	0.00	4.00	0.00	
		0					0.00	0.00	0.00	0.00	48.00
2	0700-1100	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1100-1500	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1500-1900	12	2	0	0	0	12.00	0.00	0.00	0.00	
	1900-2300	12	2	0	1	0	12.00	0.00	6.00	0.00	
	2300-0700	12	2	0	1	0	12.00	0.00	6.00	0.00	
		0					0.00	0.00	0.00	0.00	72.00
1	0700-1100	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1100-1500	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1500-1900	12	2	0	0	0	24.00	0.00	0.00	0.00	
	1900-2300	12	2	0	1	0	24.00	0.00	12.00	0.00	
	2300-0700	12	2	0	1	0	24.00	0.00	12.00	0.00	
		0					0.00	0.00	0.00	0.00	144.00

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Unit Information - BHU 4N

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Case mgmt	x			x
Chaplain	x			
HUC (shifts vary by unit)	X	x		X
Infection Prevention	x			
IV therapy	x			
Lab	x	x	x	x
Nursing Supervisor	x	x		x
OT/PT	x			
Pharmacist	x	x	x	x
PSA	x	x	x	x
Rapid Response Team	x	x	x	x
Respiratory Therapy	x	x	x	x
Security	x	x	x	x
Social Worker	x			
Substance Use Disorder Professional	X	X		X
Wound care via telehealth	x			

Unit Information

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

☑ Other

Description:
HUC: 4N 9am-930p. No night shift HUC.
Every reasonable effort will be made to have a 1:1 patient safety attendant as in addition to the above staffing matrix.
If flexing down in staff is required: create a plan for staff to complete required education, utilize the low census fund, and/or have staff go on standby if needed.
The charge nurse may ask for an additional 4-hour NAC above matrix to assist from 1900 to 2300, when assessed to be needed based on unit activity and acuity.
The staffing plan above is unanimously and decidedly adequate. No proposed or recommended changes needed apart from what is mentioned above (1-3).
Rapid Response Team is a predetermined set of staff roles who respond to patients with progressively declining symptoms. The team includes Critical Care RN, Unit RN, RCP (resp care practitioner).

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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:	**Ballard Day Surgery**
Unit/ Clinic Type:	**Periop**
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle, WA 98107**
Effective as of:	**2/27/2025**

Room assignment

Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	600	10	2	0	0	0
	630	10	2	0	0	0
	700	10	3	0	1	0
	730	10	4	0	1	0
	800	10	4	0	1	0
	830	10	4	0	1	0
2	600	10	2	0	0	0
	630	10	3	0	0	0
	700	10	3	0	1	0
	730	10	4	0	1	0
	800	10	5	0	1	0
	830	10	5	0	1	0
3	600	10	3	0	0	0
	630	10	4	0	0	0
	700	10	6	0	1	0
	730	10	6	0	1	0
	800	10	8	0	1	0
	830	10	8	0	1	0

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Unit Information - Day Surgery

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
IV Nurse	x	x		
Inpatient Lab/Phlebotomy	x	x		
Radiology Tech	x	x		
HUC	x	x		
Respiratory Therapy	x	x		
Pharmacist	x	x		
Pharmacy Tech	x	x		
Infection Prevention RN	x	x		
Nursing Supervisor	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: patient admission (preparation for surgery, POCT testing as applicable), phase II recovery, patient transport

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

Description: pediatric pts additional RN; not all patients have Phase 2 level of care - need additional RN if not admitting to Medical Surgical unit, patient acuity may need longer admit/recovery time (example: type and screen, blood admin, etc)

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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:	**Ballard Electroconvulsive Therapy**
Unit/ Clinic Type:	**Outpatient Clinic**
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle, WA 98107**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0700-1900	12	8	0	1	0
Wednesday	0700-1900	12	8	0	1	0
Friday	0700-1900	12	8	0	1	0

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Unit Information - ECT

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Patient Service Specialist	X			
Chaplain	x			
Infection Prevention	x			
IV therapy	x			
Nursing Supervisor	x	x		x
Pharmacist	x	x	x	x
PSA	x	x	x	x
Rapid Response Team	x	x	x	x
Respiratory Therapy	x	x	x	x
Security	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: Patient Services Specialist does patient admissions

☑ Other

Description:
Patient Services Specialist does patient admissions
Rapid Response Team is a predetermined set of staff roles who respond to patients with progressively declining symptoms. The team includes Critical Care RN, Unit RN, RCP (resp care practitioner).

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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:	**Ballard Emergency Department**
Unit/ Clinic Type:	**Emergency Department**
Unit/ Clinic Address:	**5350 Tallman Ave NW, Seattle, WA 98107**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	7am	12	4	0	0	2
	9am	12	5	0	0	2
	11am	12	6	0	0	2
	1pm	12	7	0	0	3
	3pm	12	8	0	0	3
	7pm	12	8	0	0	2
	9pm	12	7	0	0	2
	11pm	12	6	0	0	2
	1am	12	5	0	0	1
	3am	12	4	0	0	1
Tuesday	7am	12	4	0	0	2
	9am	12	5	0	0	2
	11am	12	6	0	0	2
	1pm	12	7	0	0	3
	3pm	12	8	0	0	3
	7pm	12	8	0	0	2
	9pm	12	7	0	0	2
	11pm	12	6	0	0	2
	1am	12	5	0	0	1
	3am	12	4	0	0	1
Wednesday	7am	12	4	0	0	2
	9am	12	5	0	0	2
	11am	12	6	0	0	2
	1pm	12	7	0	0	3
	3pm	12	8	0	0	3
	7pm	12	8	0	0	2
	9pm	12	7	0	0	2
	11pm	12	6	0	0	2
	1am	12	5	0	0	1
	3am	12	4	0	0	1
Thursday	7am	12	4	0	0	2
	9am	12	5	0	0	2
	11am	12	6	0	0	2
	1pm	12	7	0	0	3
	3pm	12	8	0	0	3
	7pm	12	8	0	0	2
	9pm	12	7	0	0	2
	11pm	12	6	0	0	2
	1am	12	5	0	0	1
	3am	12	4	0	0	1

Friday	7am	12	4	0	0	2
	9am	12	5	0	0	2
	11am	12	6	0	0	2
	1pm	12	7	0	0	3
	3pm	12	8	0	0	3
	7pm	12	8	0	0	2
	9pm	12	7	0	0	2
	11pm	12	6	0	0	2
	1am	12	5	0	0	1
	3am	12	4	0	0	1
Saturday	7am	12	4	0	0	2
	9am	12	5	0	0	2
	11am	12	6	0	0	2
	1pm	12	7	0	0	3
	3pm	12	8	0	0	3
	7pm	12	8	0	0	2
	9pm	12	7	0	0	2
	11pm	12	6	0	0	2
	1am	12	5	0	0	1
	3am	12	4	0	0	1
Sunday	7am	12	4	0	0	2
	9am	12	5	0	0	2
	11am	12	6	0	0	2
	1pm	12	7	0	0	3
	3pm	12	8	0	0	3
	7pm	12	8	0	0	2
	9pm	12	7	0	0	2
	11pm	12	6	0	0	2
	1am	12	5	0	0	1
	3am	12	4	0	0	1

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Unit Information - ED

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Chaplain	x			
HUC (shifts vary by unit)	X	x	x	X
Infection Prevention	x			
IV therapy	x			
Lab	x	x	x	x
Nursing Supervisor	x	x		x
PT	x			
Pharmacist	x	x		
PSA	x	x	x	x
Respiratory Therapy	x	x	x	x
Security	x	x	x	x
Social Worker MSW	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: Staffing start times were determined based on average patient churn data.

☑ Other

Description:
HUC 0700-1900 and 1900-0700
UAP is ED Tech
ED Pharmacist is 1100-1930 M-F

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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:	**Ballard ENDO**
Unit/ Clinic Type:	**Periop**
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle, WA 98107**
Effective as of:	**2/27/2025**

Room assignment

Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	630	10	1	0	0	0
	700	10	4	0	1	3
	730	10	6	0	1	3
	800	10	7	0	1	3
	830	10	7	0	1	3
2	630	10	2	0	0	0
	700	10	5	0	0	4
	730	10	7	0	0	4
	800	10	10	0	0	4

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Unit Information - ENDO

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
IV Nurse	x	x		
Inpatient Lab/Phlebotomy	x	x		
Radiology Tech	x	x		
HUC	x	x		
Respiratory Therapy	x	x		
Pharmacist	x	x		
Pharmacy Tech	x	x		
Infection Prevention RN	x	x		
Nursing Supervisor	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: patient admission (preparation for ENDO, POCT testing as applicable), phase II recovery, patient transport

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

Description: all patients have Phase 2 level of care, patient acuity may need longer admit/recovery time (example: type and screen, blood admin, etc)

☑ Other

Description: ENDO Shift length is determined by volume

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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:	**Ballard PACU**					
Unit/ Clinic Type:	**Periop**					
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle, WA 98107**					
Effective as of:	**2/27/2025**					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	0600-1630	10	0	0	0	0
	0630-1700	10	0	0	0	0
	0700-1730	10	0	0	0	0
	0730-1800	10	2	0	0	0
	0800-1830	10	2	0	0	0
	0830-1900	10	2	0	0	0
2	0600-1630	10	0	0	0	0
	0630-1700	10	0	0	0	0
	0700-1730	10	0	0	0	0
	0730-1800	10	2	0	0	0
	0800-1830	10	3	0	0	0
	0830-1900	10	3	0	0	0
3	0600-1630	10	0	0	0	0
	0630-1700	10	0	0	0	0
	0700-1730	10	2	0	0	0
	0730-1800	10	3	0	0	0
	0800-1830	10	3	0	0	0
	0830-1900	10	3	0	0	0

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Unit Information - PACU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
IV Nurse	x	x		
Inpatient Lab/Phlebotomy	x	x		
Radiology Tech	x	x		
HUC	x	x		
Respiratory Therapy	x	x		
Pharmacist	x	x		
Pharmacy Tech	x	x		
Infection Prevention RN	x	x		
Nursing Supervisor	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: Phase I level of care, monitoring airway, ensuring safe emergence from anesthesia. Transfer to phase II recovery or inpatient floor.

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

Description: pediatric pts additional RN; not all patients have Phase 2 level of care - need additional RN if not admitting to Medical Surgical unit, patient acuity may need longer recovery time (example: type and screen, blood admin, etc)

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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:	**Ballard Surgery**					
Unit/ Clinic Type:	**Periop**					
Unit/ Clinic Address:	**5300 Tallman Ave NW, Seattle, WA 98107**					
Effective as of:	**2/27/2025**					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1	700	8/10/12	3	0	0	1
2	700	8/10/12	4	0	0	3
3	700	8/10/12	5	0	0	4

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Unit Information - Surgery

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Inpatient Lab/Phlebotomy	x	x		
Radiology Tech	x	x		
Surgery Scheduler	x			
Pharmacist	x	x		
Pharmacy Tech	x	x		
Infection Prevention RN	x	x		
Nursing Supervisor	x	x		
Cell Saver Rep	x	x		
Anesthesia Tech	x	x		
PCA	x			
Sterile Processing Tech	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: Transport pt from Pre-op/Floor/ED to OR. Assist with induction of ansthesia, position & prep for surgery. All elements of intra-operative care. Transport and coordination of care hand off to PACU/Recovery.

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

Description: Pediatric patients require additional preparation care coordination to support psychosocial needs as well as parent. Higher acuity patients may require additional support staff during phases of preparation (example: Higher BMI patient may need additional person for positioning, or prepping to support limb weight, etc).

☑ Skill mix

Description:
Surgery Tech can be replaced by the RN if the RN scrubs.
for a 3 room day can work with EITHER 5 RN & 4 UAPs or 6 RN & 3 UAPs

☑ Level of experience of nursing and patient care staff

Description: Mixture of experience ideally we have nurses and STs with majority >5 years experience, 1-2 staff with < 2 years experience and <= 1 RN with <1 year experience.

☑ Need for specialized or intensive equipment

Description: Various specialized equipmented used in surgery required. Example: Hana Table, Endoscopic Surgery scopes, video tower, instruments, fluid warmers, etc. Too many to list.

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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:	**Redmond**
Unit/ Clinic Type:	**Emergency Department**
Unit/ Clinic Address:	**18100 NE Union Hill Rd., Redmond, WA 98052**
Effective as of:	**2/27/2025**

Day of the week

Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	7am	12	3	0	0	1
	11am	12	3	0	0	2
	12pm	12	4	0	0	2
	7pm	12	4	0	0	2
	11p	12	4	0	0	1
	12am	12	3	0	0	1
Tuesday	7am	12	3	0	0	1
	11am	12	3	0	0	2
	12pm	12	4	0	0	2
	7pm	12	4	0	0	2
	11p	12	4	0	0	1
	12am	12	3	0	0	1
Wednesday	7am	12	3	0	0	1
	11am	12	3	0	0	2
	12pm	12	4	0	0	2
	7pm	12	4	0	0	2
	11p	12	4	0	0	1
	12am	12	3	0	0	1
Thursday	7am	12	3	0	0	1
	11am	12	3	0	0	2
	12pm	12	4	0	0	2
	7pm	12	4	0	0	2
	11p	12	4	0	0	1
	12am	12	3	0	0	1
Friday	7am	12	3	0	0	1
	11am	12	3	0	0	2
	12pm	12	4	0	0	2
	7pm	12	4	0	0	2
	11p	12	4	0	0	1
	12am	12	3	0	0	1
Saturday	7am	12	3	0	0	1
	11am	12	3	0	0	2
	12pm	12	4	0	0	2
	7pm	12	4	0	0	2
	11p	12	4	0	0	1
	12am	12	3	0	0	1
Sunday	7am	12	3	0	0	1
	11am	12	3	0	0	2
	12pm	12	4	0	0	2
	7pm	12	4	0	0	2
	11p	12	4	0	0	1
	12am	12	3	0	0	1

Washington State Department of HEALTH

DOH 346-154

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Redmond ED

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
ED Tech	x	x	x	x

Unit Information

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

☑ Other

Description:
UAP is ED Tech

Requesting to add 12:00 noon to 00:00 midnight
Volume increasing. Increasing missing breaks
Contract language 2020 and 2023: "Page 135 (6a) Redmond Emergency Department - Mid Shift nurse every day (for example 11a-11p or Noon- Midnight) to cover lunches or if there is a psych patient that pulls a tech."

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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:	**Mill Creek**					
Unit/ Clinic Type:	**Emergency Department**					
Unit/ Clinic Address:	**13020 Meridian Ave S., Everett, WA 98208**					
Effective as of:	**2/27/2025**					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	7am	12	5	0	0	4
	9am	12	6	0	0	4
	10am	12	7	0	0	4
	11am	12	9	0	0	6
	1pm	12	11	0	0	7
	3pm	12	12	0	0	7
	5pm	12	13	0	0	7
	7pm	12	13	0	0	7
Tuesday	7am	12	5	0	0	4
	9am	12	6	0	0	4
	10am	12	7	0	0	4
	11am	12	9	0	0	6
	1pm	12	11	0	0	7
	3pm	12	12	0	0	7
	5pm	12	13	0	0	7
	7pm	12	13	0	0	7
Wednesday	7am	12	5	0	0	4
	9am	12	6	0	0	4
	10am	12	7	0	0	4
	11am	12	9	0	0	6
	1pm	12	11	0	0	7
	3pm	12	12	0	0	7
	5pm	12	13	0	0	7
	7pm	12	13	0	0	7
	7am	12	5	0	0	4
	9am	12	6	0	0	4

	10am	12	7	0	0	4
	11am	12	9	0	0	6
	1pm	12	11	0	0	7
	3pm	12	12	0	0	7
	5pm	12	13	0	0	7
Thursday	7pm	12	13	0	0	7
	7am	12	5	0	0	4
	9am	12	6	0	0	4
	10am	12	7	0	0	4
	11am	12	9	0	0	6
	1pm	12	11	0	0	7
	3pm	12	12	0	0	7
	5pm	12	13	0	0	7
Friday	7pm	12	13	0	0	7
	7am	12	5	0	0	4
	9am	12	6	0	0	4
	10am	12	7	0	0	4
	11am	12	9	0	0	6
	1pm	12	11	0	0	7
	3pm	12	12	0	0	7
	5pm	12	13	0	0	7
Saturday	7pm	12	13	0	0	7
	7am	12	5	0	0	4
	9am	12	6	0	0	4
	10am	12	7	0	0	4
	11am	12	9	0	0	6
	1pm	12	11	0	0	7
	3pm	12	12	0	0	7
	5pm	12	13	0	0	7
Sunday	7pm	12	13	0	0	7

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Mill Creek ED

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
ED Tech	x	x	x	

Unit Information