COVER PAGE

The following is the comprehensive hospital staffing plan for Western State Hospital 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: 12/23/24

I, the undersigned with responsibility for Western State Hospital 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: Mark Thompson & Charles Southerland

Charles Southerland Digitally signed by Charles Southerland Date: 2025.02.28 12:25:57 -08'00'

Mark Thompson 2025.03.05

Hospital Information

Name of Hospital: Western State Hospital		
Hospital License #: NA per RCW 72.23.020		
Hospital Street Address: 9601 Steilacoom Blvd SW		
City/Town: Lakewood	State: Wa	Zip code: 98498
Is this hospital license affiliated with more than one location?	☐ Yes	☑ No
If "Yes" was selected, please provide the location name and address		
Review Type:	☑ Annual	Review Date: 1/1/25
	☐ Update	Next Review Date: 1/1/26
Effective Date: NA - Previously Approved Plan		
Date Approved: NA- Previously Approved Plan		

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:
Base staffing, skill mix, and making changes to unit staffing based on census were components of the staffing plan that were discussed during bargaining. Currently, census-based staffing is not standardized and is being determined on a case-by-case basis through professional judgment of the nursing leaderhip.

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

Description:
WAC 296-126-092

☑ Hospital finances and resources

Description:
Funding for state hospital operations is appropriated to the Department of Social and Health Services (DSHS) through the state legislative process and signed into law by the Governor at the end of each session. DSHS, Behavioral Health Administration (BHA) cannot legally spend more than what is appropriated to the state hospital budgets. Changes to spending levels and bed capacity require legislative approval.

☑ Other

Description:
The WSH hospital staffing committee was unable to agree upon a new staffing plan. Therefore, attached is the last approved plan.

This facility utilizes three distinct plans to include emergency, minimum, and optimal staffing plans.

The staffing plan provided is the minimum number of RNs, LPNs, and UAPs per shift based on the average needs of the wards. In this plan we have provided option A and option B.

Signature

CEO & Co-chairs Name:	Signature:	Date:
Mark Thompson, CEO	NA	NA
Charles Southerland, CEO	NA	NA
Jennifer Brown, CNO & HSC Chair	NA	NA
Casey-Anne Gilling-Allen, CNO	NA	NA

Total Votes	
# of Approvals	# of Denials
NA	NA

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:	**WSH C1**		
Unit/ Clinic Type:	**Civil Commitment (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**19.8**	**Maximum # of Beds:**	**29**
Effective as of:	**NA- Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	6.07
		Evening	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	6.07
		Evening	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 1-6 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

This is an all male ward, with several assaultive patients. The patient population also includes a medically frail diabetic, many patients who cannot be on a co-ed ward due to past or recent sexual history, and approximately 20% of the population who who cannot have a roommate because of their dangerousness to others.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

The range of expereince is broad. The RNs on the unit have up to 6 years RN experience, with the LPNs having up 30 years experience

☐ Need for specialized or intensive equipment

Description:

none at this time

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

Description:

ward has 29 funded beds, (12 double bed rooms, one 4 man room, and one single room). One day room, two groups rooms, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a shared kitchen that requires 2 staff, one to guard the elevator and one to help the food aide pass the meal trays.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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:	**WSH C2**		
Unit/ Clinic Type:	**Civil Commitment (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**23.3**	**Maximum # of Beds:**	**29**
Effective as of:	**NA- Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	5.79
		Evening	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	5.79
		Evening	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 1-6 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

This is an all male ward, with several assaultive patients. The patient population also includes a medically frail diabetic, many patients who cannot be on a co-ed ward due to past or recent sexual history, and approximately 20% of the population who who cannot have a roommate because of their dangerousness to others.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

The range of expereince is broad. The RNs on the unit have up to 6 years RN experience, with the LPNs having up 30 years experience

☐ Need for specialized or intensive equipment

Description:

none at this time

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

Description:

ward has 29 funded beds, (12 double bed rooms, one 4 man room, and one single room). One day room, two groups rooms, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a shared kitchen that requires 2 staff, one to guard the elevator and one to help the food aide pass the meal trays.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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:	**WSH C3**		
Unit/ Clinic Type:	**Civil Commitment (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**19.5**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	5.79
		Evening	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	5.79
		Evening	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 1-6 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

This is an all male ward, with several assaultive patients. The patient population also includes a medically frail diabetic, many patients who cannot be on a co-ed ward due to past or recent sexual history, and approximately 20% of the population who who cannot have a roommate because of their dangerousness to others.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

The range of expereince is broad. The RNs on the unit have up to 6 years RN experience, with the LPNs having up 30 years experience

☐ Need for specialized or intensive equipment

Description:

none at this time

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

Description:

ward has 29 funded beds, (12 double bed rooms, one 4 man room, and one single room). One day room, two groups rooms, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a shared kitchen that requires 2 staff, one to guard the elevator and one to help the food aide pass the meal trays.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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.

NA- Previously

Unit/ Clinic Name:	**WSH C4**		
Unit/ Clinic Type:	**Civil Commitment (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**17.3**	**Maximum # of Beds:**	**25**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	25	Day	8.00	2.00	0.00	0.00	7.00	0.64	0.00	0.00	2.24	7.68
		Evening	8.00	2.00	0.00	0.00	7.00	0.64	0.00	0.00	2.24	
		Night	8.00	2.00	0.00	0.00	4.00	0.64	0.00	0.00	1.28	

B	25	Day	8.00	1.00	1.00	0.00	7.00	0.32	0.32	0.00	2.24	7.68
		Evening	8.00	1.00	1.00	0.00	7.00	0.32	0.32	0.00	2.24	
		Night	8.00	1.00	1.00	0.00	4.00	0.32	0.32	0.00	1.28	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

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

Description:

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☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

The range of expereince is broad. The RNs on the unit have up to 6 years RN experience, with the LPNs having up 30 years experience

☐ Need for specialized or intensive equipment

Description:

none at this time

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

Description:

ward has 29 funded beds, (11 double bed rooms, one 4 man room, and one single room). One day room, two groups rooms, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a shared kitchen that requires 2 staff, one to guard the elevator and one to help the food aide pass the meal trays.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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Unit/ Clinic Name:	**WSH C5**		
Unit/ Clinic Type:	**Civil Commitment (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**19.2**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	5.79
		Evening	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	5.79
		Evening	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
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Washington State Department of HEALTH

DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 1-6 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

This is an all male ward, with several assaultive patients. The patient population also includes a medically frail diabetic, many patients who cannot be on a co-ed ward due to past or recent sexual history, and approximately 20% of the population who who cannot have a roommate because of their dangerousness to others.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

The range of expereince is broad. The RNs on the unit have up to 6 years RN experience, with the LPNs having up 30 years experience

☐ Need for specialized or intensive equipment

Description:

none at this time

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

Description:

ward has 29 funded beds, (12 double bed rooms, one 4 man room, and one single room). One day room, two groups rooms, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a shared kitchen that requires 2 staff, one to guard the elevator and one to help the food aide pass the meal trays.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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:	**WSH C6**		
Unit/ Clinic Type:	**Civil Commitment (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**23.6**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	5.79
		Evening	8.00	2.00	0.00	0.00	6.00	0.55	0.00	0.00	1.66	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	5.79
		Evening	8.00	1.00	1.00	0.00	6.00	0.28	0.28	0.00	1.66	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
												0.00
												0.00

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 1-6 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

This is an all male ward, with several assaultive patients. The patient population also includes a medically frail diabetic, many patients who cannot be on a co-ed ward due to past or recent sexual history, and approximately 20% of the population who who cannot have a roommate because of their dangerousness to others.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

The range of expereince is broad. The RNs on the unit have up to 6 years RN experience, with the LPNs having up 30 years experience

☐ Need for specialized or intensive equipment

Description:

none at this time

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

Description:

ward has 29 funded beds, (12 double bed rooms, one 4 man room, and one single room). One day room, two groups rooms, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a shared kitchen that requires 2 staff, one to guard the elevator and one to help the food aide pass the meal trays.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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:	**WSH C7**		
Unit/ Clinic Type:	**Civil Commitment (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**26.9**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	6.34
		Evening	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	6.34
		Evening	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 1-2 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

Co-ed geriatric psych patients with some high acuity patients. The percentage of patient requiring specialized staffing fluctuates but has increased to up to 7. ONly about 10 percent of the patient cannot have a roomate. The number of patient on the unit requiring full assist flucuates but can have up to 4-5 simulataneously.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

RN experience ranges from 5-18 years. LPN experience ranges from 1-20 years.

☑ Need for specialized or intensive equipment

Description:

Walkers, medical beds, hoyer lifts, wheelchairs, and would vac.

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

Description:

The ward has 29 funded beds, fourteen double bed rooms and one single room. The ward has one day room, a pati, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a ward kitchen.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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:	**WSH C8**		
Unit/ Clinic Type:	**Civil Commitment (SFVF)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**21.6**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	8.00	0.55	0.00	0.00	2.21	6.90
		Evening	8.00	2.00	0.00	0.00	8.00	0.55	0.00	0.00	2.21	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	8.00	0.28	0.28	0.00	2.21	6.90
		Evening	8.00	1.00	1.00	0.00	8.00	0.28	0.28	0.00	2.21	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 1-2 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

All male sFVF patients with some very high acuity patients. Almost 50% of the patients cannot have a roomate due to aggressive behaviors and dangerousness to others.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

RN experience ranges from 7-13 years. LPN experience ranges from 3-25 years.

☐ Need for specialized or intensive equipment

Description:

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

Description:

The ward has 29 funded beds, fourteen double bed rooms and one single room. The ward has one day room, a pati, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a ward kitchen.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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:	**WSH C9**		
Unit/ Clinic Type:	**Civil Commitment (SFVF)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**22.7**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	8.00	0.55	0.00	0.00	2.21	6.90
		Evening	8.00	2.00	0.00	0.00	8.00	0.55	0.00	0.00	2.21	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	8.00	0.28	0.28	0.00	2.21	6.90
		Evening	8.00	1.00	1.00	0.00	8.00	0.28	0.28	0.00	2.21	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 0-2 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

Co-ed SFVF patients that tend to be highly acute.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

RN experience ranges from 7-13 years. LPN experience ranges from 3-25 years.

☐ Need for specialized or intensive equipment

Description:

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

Description:

The ward has 29 funded beds, fourteen double bed rooms and one single room. The ward has one day room, a pati, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a ward kitchen.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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:	**WSH W1N**		
Unit/ Clinic Type:	**Civil Commitment (HMH)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**15**	**Maximum # of Beds:**	**15**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	15	Day	8.00	2.00	0.00	0.00	5.00	1.07	0.00	0.00	2.67	11.20
		Evening	8.00	2.00	0.00	0.00	5.00	1.07	0.00	0.00	2.67	
		Night	8.00	2.00	0.00	0.00	5.00	1.07	0.00	0.00	2.67	

B	15	Day	8.00	1.00	1.00	0.00	5.00	0.53	0.53	0.00	2.67	11.20
		Evening	8.00	1.00	1.00	0.00	5.00	0.53	0.53	0.00	2.67	
		Night	8.00	1.00	1.00	0.00	5.00	0.53	0.53	0.00	2.67	
												0.00
												0.00

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

Description:

The treatment delivered on HMH invovles teaching new developmental skills and abilities such as learning to do activities of daily living, social skills, job readiness, recreation skills, and coping. HMH is the only civil ward that accepts admissions from the community. The patient's are escorted daily to vocational jobs, community outings and pre-placement visits.

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

Description:

These clients often have intellectual and developmental disbailites and co-occuring metal health disorders.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors.

☑ Level of experience of nursing and patient care staff

Description:

RN experience ranges from 7-13 years. LPN experience ranges from 3-25 years.

☐ Need for specialized or intensive equipment

Description:

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

Description:

☐ Other

Description:

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Patient Volume-based Staffing Matrix Formula Template

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

Unit/ Clinic Name:	**WSH W1S**		
Unit/ Clinic Type:	**Civil Commitment (HMH)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**15**	**Maximum # of Beds:**	**15**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	15	Day	8.00	2.00	0.00	0.00	5.00	1.07	0.00	0.00	2.67	11.20
		Evening	8.00	2.00	0.00	0.00	5.00	1.07	0.00	0.00	2.67	
		Night	8.00	2.00	0.00	0.00	5.00	1.07	0.00	0.00	2.67	

B	15	Day	8.00	1.00	1.00	0.00	5.00	0.53	0.53	0.00	2.67	11.20
		Evening	8.00	1.00	1.00	0.00	5.00	0.53	0.53	0.00	2.67	
		Night	8.00	1.00	1.00	0.00	5.00	0.53	0.53	0.00	2.67	
												0.00
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

Description:

The treatment delivered on HMH invovles teaching new developmental skills and abilities such as learning to do activities of daily living, social skills, job readiness, recreation skills, and coping. HMH is the only civil ward that accepts admissions from the community. The patient's are escorted daily to vocational jobs, community outings and pre-placement visits.

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

Description:

These clients often have intellectual and developmental disbailites and co-occuring metal health disorders.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors.

☑ Level of experience of nursing and patient care staff

Description:

RN experience ranges from 7-13 years. LPN experience ranges from 3-25 years.

☐ Need for specialized or intensive equipment

Description:

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

Description:

☐ Other

Description:

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Patient Volume-based Staffing Matrix Formula Template

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

Unit/ Clinic Name:	**WSH E3**		
Unit/ Clinic Type:	**Civil Commitment (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**19**	**Maximum # of Beds:**	**20**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	20	Day	8.00	2.00	0.00	0.00	5.00	0.80	0.00	0.00	2.00	7.60
		Evening	8.00	2.00	0.00	0.00	5.00	0.80	0.00	0.00	2.00	
		Night	8.00	2.00	0.00	0.00	3.00	0.80	0.00	0.00	1.20	

B	20	Day	8.00	1.00	1.00	0.00	5.00	0.40	0.40	0.00	2.00	7.60
		Evening	8.00	1.00	1.00	0.00	5.00	0.40	0.40	0.00	2.00	
		Night	8.00	1.00	1.00	0.00	3.00	0.40	0.40	0.00	1.20	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN3	x	x	x	rotating coverage
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x	x	x
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	x	x	x
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	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:

Routine activiies includes on average 1-4 transfers from Forensics, transfers to other wards, medical and court appointments that require transports, hospital watch if necessary.

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

Description:

All male patients averaging a high acuity. All patient on this ward cannot have a roommate because of aggression and their danger to otherothers.

☑ Skill mix

Description:

The skill mix includes registered nurses, licensed practical nurses, institutional counselors two and mental health technicians. the institutional counselors are tasked with providing on ward active treatment complementing the nursing care provided by the RNs, LPNs and MHTs

☑ Level of experience of nursing and patient care staff

Description:

RN experience ranges from 7-13 years. LPN experience ranges from 3-25 years.

☐ Need for specialized or intensive equipment

Description:

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

Description:

The ward has 20 funded beds, all single rooms. The ward has one day room, a pati, one treatment room, one nurses station, one breakroom with a toliet, one small confernce room for treatment meetings, and a ward kitchen.

☑ Other

Description:

Currently, census-based staffing is not standardized through a patient to staff ratio. Census based changes to base staffing is determiend by nursing leadership on a case-to-case basis through professional judgment. For each shift/ward the staffing office in collaboration with the nurse supervisor (RN3) and nurse manager (RN4) deploy resources to the areas with the greatest need.

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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:	**WSH E1**		
Unit/ Clinic Type:	**NGRI (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**25.6**	**Maximum # of Beds:**	**30**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	30	Day	8.00	2.00	0.00	0.00	4.00	0.53	0.00	0.00	1.07	4.80
		Evening	8.00	2.00	0.00	0.00	4.00	0.53	0.00	0.00	1.07	
		Night	8.00	2.00	0.00	0.00	4.00	0.53	0.00	0.00	1.07	

B	30	Day	8.00	1.00	1.00	0.00	4.00	0.27	0.27	0.00	1.07	4.80
		Evening	8.00	1.00	1.00	0.00	4.00	0.27	0.27	0.00	1.07	
		Night	8.00	1.00	1.00	0.00	4.00	0.27	0.27	0.00	1.07	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

We utilize HART, which is a structured professional judgement tool.

☑ Skill mix

Utilization of team based approach with licensed and unlicensed staff.

☑ Level of experience of nursing and patient care staff

We offer an in-training program for unlicensed staff with little or no psychiatric experience.

☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

Currently, census based staffing is not a numeric patient to staff ratio. Census-based changes to base staffing are determined by nursing leadership on a case-to-case basis through professional judgement.

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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:	**WSH E2**		
Unit/ Clinic Type:	**NGRI (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**23.4**	**Maximum # of Beds:**	**31**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	31	Day	8.00	2.00	0.00	0.00	6.00	0.52	0.00	0.00	1.55	5.42
		Evening	8.00	2.00	0.00	0.00	6.00	0.52	0.00	0.00	1.55	
		Night	8.00	2.00	0.00	0.00	3.00	0.52	0.00	0.00	0.77	

B	31	Day	8.00	1.00	1.00	0.00	6.00	0.26	0.26	0.00	1.55	5.42
		Evening	8.00	1.00	1.00	0.00	6.00	0.26	0.26	0.00	1.55	
		Night	8.00	1.00	1.00	0.00	3.00	0.26	0.26	0.00	0.77	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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Washington State Department of HEALTH

DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

We utilize HART, which is a structured professional judgement tool.

☑ Skill mix

Utilization of team based approach with licensed and unlicensed staff.

☑ Level of experience of nursing and patient care staff

We offer an in-training program for unlicensed staff with little or no psychiatric experience.

☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

Currently, census based staffing is not a numeric patient to staff ratio. Census-based changes to base staffing are determined by nursing leadership on a case-to-case basis through professional judgement.

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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:	**WSH E4**		
Unit/ Clinic Type:	**Competency Services (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**19.4**	**Maximum # of Beds:**	**20**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	20	Day	8.00	2.00	0.00	0.00	5.00	0.80	0.00	0.00	2.00	7.60
		Evening	8.00	2.00	0.00	0.00	5.00	0.80	0.00	0.00	2.00	
		Night	8.00	2.00	0.00	0.00	3.00	0.80	0.00	0.00	1.20	

B	20	Day	8.00	1.00	1.00	0.00	5.00	0.40	0.40	0.00	2.00	7.60
		Evening	8.00	1.00	1.00	0.00	5.00	0.40	0.40	0.00	2.00	
		Night	8.00	1.00	1.00	0.00	3.00	0.40	0.40	0.00	1.20	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

We utilize HART, which is a structured professional judgement tool.

☑ Skill mix

Utilization of team based approach with licensed and unlicensed staff.

☑ Level of experience of nursing and patient care staff

We offer an in-training program for unlicensed staff with little or no psychiatric experience.

☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

Currently, census based staffing is not a numeric patient to staff ratio. Census-based changes to base staffing are determined by nursing leadership on a case-to-case basis through professional judgement.

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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:	**WSH E5**		
Unit/ Clinic Type:	**NGRI (Geriatric)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**26.9**	**Maximum # of Beds:**	**30**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	30	Day	8.00	2.00	0.00	0.00	6.00	0.53	0.00	0.00	1.60	5.60
		Evening	8.00	2.00	0.00	0.00	6.00	0.53	0.00	0.00	1.60	
		Night	8.00	2.00	0.00	0.00	3.00	0.53	0.00	0.00	0.80	

B	30	Day	8.00	1.00	1.00	0.00	6.00	0.27	0.27	0.00	1.60	5.60
		Evening	8.00	1.00	1.00	0.00	6.00	0.27	0.27	0.00	1.60	
		Night	8.00	1.00	1.00	0.00	3.00	0.27	0.27	0.00	0.80	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

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☑ Skill mix

Utilization of team based approach with licensed and unlicensed staff.

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

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Patient Volume-based Staffing Matrix Formula Template

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Unit/ Clinic Name:	**WSH E6**		
Unit/ Clinic Type:	**Competency Services (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**27.8**	**Maximum # of Beds:**	**30**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	30	Day	8.00	2.00	0.00	0.00	7.00	0.53	0.00	0.00	1.87	6.13
		Evening	8.00	2.00	0.00	0.00	7.00	0.53	0.00	0.00	1.87	
		Night	8.00	2.00	0.00	0.00	3.00	0.53	0.00	0.00	0.80	

B	30	Day	8.00	1.00	1.00	0.00	7.00	0.27	0.27	0.00	1.87	6.13
		Evening	8.00	1.00	1.00	0.00	7.00	0.27	0.27	0.00	1.87	
		Night	8.00	1.00	1.00	0.00	3.00	0.27	0.27	0.00	0.80	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

We utilize HART, which is a structured professional judgement tool.

☑ Skill mix

Utilization of team based approach with licensed and unlicensed staff.

☑ Level of experience of nursing and patient care staff

We offer an in-training program for unlicensed staff with little or no psychiatric experience.

☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

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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:	**WSH F1**		
Unit/ Clinic Type:	**Competency Services (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**28.3**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	6.34
		Evening	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	6.34
		Evening	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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Washington State Department of HEALTH

DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

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Patient Volume-based Staffing Matrix Formula Template

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Unit/ Clinic Name:	**WSH F2**		
Unit/ Clinic Type:	**Competency Services (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**28.6**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	6.34
		Evening	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	6.34
		Evening	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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Washington State Department of HEALTH

DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

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

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Unit/ Clinic Name:	**WSH F3**		
Unit/ Clinic Type:	**Competency Services (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**27.4**	**Maximum # of Beds:**	**31**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	31	Day	8.00	2.00	0.00	0.00	7.00	0.52	0.00	0.00	1.81	5.94
		Evening	8.00	2.00	0.00	0.00	7.00	0.52	0.00	0.00	1.81	
		Night	8.00	2.00	0.00	0.00	3.00	0.52	0.00	0.00	0.77	
					E6							

B	31	Day	8.00	1.00	1.00	0.00	7.00	0.26	0.26	0.00	1.81	5.94
		Evening	8.00	1.00	1.00	0.00	7.00	0.26	0.26	0.00	1.81	
		Night	8.00	1.00	1.00	0.00	3.00	0.26	0.26	0.00	0.77	
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DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

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Unit/ Clinic Name:	**WSH F4**		
Unit/ Clinic Type:	**Competency Services (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**28.1**	**Maximum # of Beds:**	**31**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	31	Day	8.00	2.00	0.00	0.00	7.00	0.52	0.00	0.00	1.81	5.94
		Evening	8.00	2.00	0.00	0.00	7.00	0.52	0.00	0.00	1.81	
		Night	8.00	2.00	0.00	0.00	3.00	0.52	0.00	0.00	0.77	

B	31	Day	8.00	1.00	1.00	0.00	7.00	0.26	0.26	0.00	1.81	5.94
		Evening	8.00	1.00	1.00	0.00	7.00	0.26	0.26	0.00	1.81	
		Night	8.00	1.00	1.00	0.00	3.00	0.26	0.26	0.00	0.77	
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

We utilize HART, which is a structured professional judgement tool.

☑ Skill mix

Utilization of team based approach with licensed and unlicensed staff.

☑ Level of experience of nursing and patient care staff

We offer an in-training program for unlicensed staff with little or no psychiatric experience.

☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

Currently, census based staffing is not a numeric patient to staff ratio. Census-based changes to base staffing are determined by nursing leadership on a case-to-case basis through professional judgement.

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:	**WSH F5**		
Unit/ Clinic Type:	**Competency Services (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**28**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	6.34
		Evening	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	6.34
		Evening	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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Washington State Department of HEALTH

DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

We utilize HART, which is a structured professional judgement tool.

☑ Skill mix

Utilization of team based approach with licensed and unlicensed staff.

☑ Level of experience of nursing and patient care staff

We offer an in-training program for unlicensed staff with little or no psychiatric experience.

☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

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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:	**WSH F6**		
Unit/ Clinic Type:	**Competency Services (Female)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**27.5**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	6.34
		Evening	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	6.34
		Evening	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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Washington State Department of HEALTH

DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

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Utilization of team based approach with licensed and unlicensed staff.

☑ Level of experience of nursing and patient care staff

We offer an in-training program for unlicensed staff with little or no psychiatric experience.

☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

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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:	**WSH F7**		
Unit/ Clinic Type:	**Competency Services (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**21.5**	**Maximum # of Beds:**	**31**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	31	Day	8.00	2.00	0.00	0.00	7.00	0.52	0.00	0.00	1.81	5.94
		Evening	8.00	2.00	0.00	0.00	7.00	0.52	0.00	0.00	1.81	
		Night	8.00	2.00	0.00	0.00	3.00	0.52	0.00	0.00	0.77	

B	31	Day	8.00	1.00	1.00	0.00	7.00	0.26	0.26	0.00	1.81	5.94
		Evening	8.00	1.00	1.00	0.00	7.00	0.26	0.26	0.00	1.81	
		Night	8.00	1.00	1.00	0.00	3.00	0.26	0.26	0.00	0.77	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

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Unit/ Clinic Name:	**WSH F8**		
Unit/ Clinic Type:	**NGRI (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**29**	**Maximum # of Beds:**	**31**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	31	Day	8.00	2.00	0.00	0.00	7.00	0.52	0.00	0.00	1.81	5.94
		Evening	8.00	2.00	0.00	0.00	7.00	0.52	0.00	0.00	1.81	
		Night	8.00	2.00	0.00	0.00	3.00	0.52	0.00	0.00	0.77	

B	31	Day	8.00	1.00	1.00	0.00	7.00	0.26	0.26	0.00	1.81	5.94
		Evening	8.00	1.00	1.00	0.00	7.00	0.26	0.26	0.00	1.81	
		Night	8.00	1.00	1.00	0.00	3.00	0.26	0.26	0.00	0.77	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
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Washington State Department of HEALTH

DOH 346-154

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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

We utilize HART, which is a structured professional judgement tool.

☑ Skill mix

Utilization of team based approach with licensed and unlicensed staff.

☑ Level of experience of nursing and patient care staff

We offer an in-training program for unlicensed staff with little or no psychiatric experience.

☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

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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:	**WSH F9**		
Unit/ Clinic Type:	**Competency Services (Male)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**24.9**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	6.34
		Evening	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	6.34
		Evening	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

F1,F2,F3,F5,F6 are admission wards for the Gage Center. All wards discharge and transfer.

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

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☑ Level of experience of nursing and patient care staff

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☐ Need for specialized or intensive equipment

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

Additional staff needed when out of the ward in the yard on certain units.

☑ Other

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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:	**WSH F10**		
Unit/ Clinic Type:	**Competency Services (General Population)**		
Unit/ Clinic Address:	**9601 Steilacoom Blvd SW, Lakewood, WA 98498**		
Average Daily Census:	**27.4**	**Maximum # of Beds:**	**29**
Effective as of:	**NA - Previously Approved Plan**		
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)
A	29	Day	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	6.34
		Evening	8.00	2.00	0.00	0.00	7.00	0.55	0.00	0.00	1.93	
		Night	8.00	2.00	0.00	0.00	3.00	0.55	0.00	0.00	0.83	

B	29	Day	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	6.34
		Evening	8.00	1.00	1.00	0.00	7.00	0.28	0.28	0.00	1.93	
		Night	8.00	1.00	1.00	0.00	3.00	0.28	0.28	0.00	0.83	
			0.00	0.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Dietary Aids	x	x		
Psychology	x			
Psychology Associated	x			
Pharmacy	x	x (oncall)	x (oncall)	x (oncall
Counselor (Treatment Mall)	x			
Social Worker	x			
Recreational Therapy (PRN)	x			
SUD Professionals (PRN)	x			
Chaplin (PRN)	x			
Physical Theraprst (PRN)	x			
Internal Medicine	x	PRN on call	PRN on call	PRN on call
Nutrition Services (PRN)	x	x	x	x
PERT (PRN)	x	x	x	x
BMT (PRN)	x	x	x	x
Psychiatry	X	PRN (on call)	PRN (oncall)	PRN (on call)

Unit Information

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