COVER PAGE

The following is the comprehensive hospital staffing plan for Swedish Issaquah 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 Issaquah 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 Issaquah Campus		
Hospital License #: HAC.FS.60256001		
Hospital Street Address: 751 NE Blakely Drive		
City/Town: Issaquah	State: WA	Zip code: 98029
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: 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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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:	**Issaquah NICU Level II**		
Unit/ Clinic Type:	**NICU**		
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**		
Average Daily Census:	**3.8**	**Maximum # of Beds:**	**15**
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)
15	0700-1930	12	6	0	1	0	4.80	0.00	0.80	0.00	
	1900-0730	12	6	0	1	0	4.80	0.00	0.80	0.00	11.20
14	0700-1930	12	6	0	1	0	5.14	0.00	0.86	0.00	
	1900-0730	12	6	0	1	0	5.14	0.00	0.86	0.00	12.00
13	0700-1930	12	6	0	1	0	5.54	0.00	0.92	0.00	
	1900-0730	12	6	0	1	0	5.54	0.00	0.92	0.00	12.92
12	0700-1930	12	5	0	1	0	5.00	0.00	1.00	0.00	
	1900-0730	12	5	0	1	0	5.00	0.00	1.00	0.00	12.00
11	0700-1900	12	5	0	0	0	5.45	0.00	0.00	0.00	
	1900-1700	12	5	0	0	0	5.45	0.00	0.00	0.00	10.91
10	0700-1900	12	4	0	1	0	4.80	0.00	1.20	0.00	
	1900-1700	12	4	0	1	0	4.80	0.00	1.20	0.00	12.00
9	0700-1900	12	4	0	0	0	5.33	0.00	0.00	0.00	
	1900-1700	12	4	0	0	0	5.33	0.00	0.00	0.00	10.67
8	0700-1900	12	4	0	0	0	6.00	0.00	0.00	0.00	
	1900-1700	12	4	0	0	0	6.00	0.00	0.00	0.00	12.00
7	0700-1900	12	3	0	0	0	5.14	0.00	0.00	0.00	
	1900-1700	12	3	0	0	0	5.14	0.00	0.00	0.00	10.29
6	0700-1900	12	3	0	0	0	6.00	0.00	0.00	0.00	
	1900-1700	12	3	0	0	0	6.00	0.00	0.00	0.00	12.00
5	0700-1900	12	2	0	0	0	4.80	0.00	0.00	0.00	
	1900-1700	12	2	0	0	0	4.80	0.00	0.00	0.00	9.60
4	0700-1900	12	2	0	0	0	6.00	0.00	0.00	0.00	
	1900-1700	12	2	0	0	0	6.00	0.00	0.00	0.00	12.00
3	0700-1900	12	2	0	0	0	8.00	0.00	0.00	0.00	
	1900-1700	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	
	1900-1700	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	
	1900-1700	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00

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Unit Information - NICU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Lactation ICBLC	x			x
HUC	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:
Considerations to be made for having an admit and transfer bed

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

Description:
Per AWHONN Guidelines

1:1 Medically unstable infants
1:2: Infants requiring frequent interventions (CPAP & UAC)
1:3 Infants requiring continuous monitoring-inteventions with cares
1:4 Stable infants requiring routine newborn care

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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:	**Issaquah Cardiac Cath & IR**					
Unit/ Clinic Type:	**Periop**					
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**					
Effective as of:	**2/27/2025**					
Day of the week						
Hour of the day	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	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Tuesday	0700-1730	10	3	0	0	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Wednesday	0700-1730	10	3	0	0	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Thursday	0700-1730	10	3	0	0	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Friday	0700-1730	10	3	0	0	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Saturday	0700-0700 On Call	24	1	0	0	2
Sunday	0700-0700 On Call	24	1	0	0	2

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Issaquah Cardiac Cath & IR

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Scheduler	1	0	0	0

Issaquah Cardiac Cath & IR

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

☑ Other

Description:
Scheduler: Monday to Friday 0800-1630

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**Issaquah Endoscopy**					
Unit/ Clinic Type:	**Periop**					
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**					
Effective as of:	**2/27/2025**					
Hours of the day						
Hour of the day	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	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Tuesday	0700-1730	10	3	0	0	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Wednesday	0700-1730	10	3	0	0	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Thursday	0700-1730	10	3	0	0	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2
Friday	0700-1730	10	3	0	0	(1 is lead) 5
	1730-0700 On Call	13.5	1	0	0	2

Saturday	0700-0700 On Call	24	1	0	0	2
Sunday	0700-0700 On Call	24	1	0	0	2

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Unit Information - Endo

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
N/A				

Unit Information

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

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**Issaquah PACU and Pre-Op**
Unit/ Clinic Type:	**Periop**
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**
Effective as of:	**2/27/2025**
Day of the week	

Hour of the day	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	6am	10	8	0	0	1
	8am	10	10	0	0	1
	9am	10	12	0	0	1
	10am	10	15	0	0	2
	12pm	10	16	0	0	3
	2pm	10	16	0	0	2
	4pm	10	8	0	0	2
	6pm	10	6	0	0	2
	7pm	10	6	0	0	2
	8pm	10	2	0	0	1
	9pm	10	2	0	0	1
	10pm	10	2	0	0	1
	10:30pm - 6am call team		2	0	0	0
Tuesday	6am	10	8	0	0	1
	8am	10	10	0	0	1
	9am	10	12	0	0	1
	10am	10	15	0	0	2
	12pm	10	16	0	0	3
	2pm	10	16	0	0	2
	4pm	10	8	0	0	2
	6pm	10	6	0	0	2
	7pm	10	6	0	0	2
	8pm	10	2	0	0	1
	9pm	10	2	0	0	1
	10pm	10	2	0	0	1
	10:30pm - 6am call team		2	0	0	0
Wednesday	6am	10	8	0	0	1
	8am	10	10	0	0	1
	9am	10	12	0	0	1
	10am	10	15	0	0	2
	12pm	10	16	0	0	3
	2pm	10	16	0	0	2
	4pm	10	8	0	0	2
	6pm	10	6	0	0	2
	7pm	10	6	0	0	2
	8pm	10	2	0	0	1
	9pm	10	2	0	0	1
	10pm	10	2	0	0	1
	10:30pm - 6am call team		2	0	0	0

Thursday	6am	10	8	0	0	1
	8am	10	10	0	0	1
	9am	10	12	0	0	1
	10am	10	15	0	0	2
	12pm	10	16	0	0	3
	2pm	10	16	0	0	2
	4pm	10	8	0	0	2
	6pm	10	6	0	0	2
	7pm	10	6	0	0	2
	8pm	10	2	0	0	1
	9pm	10	2	0	0	1
	10pm	10	2	0	0	1
	10:30pm - 6am call team		2	0	0	0
Friday	6am	10	8	0	0	1
	8am	10	10	0	0	1
	9am	10	12	0	0	1
	10am	10	15	0	0	2
	12pm	10	16	0	0	3
	2pm	10	16	0	0	2
	4pm	10	8	0	0	2
	6pm	10	6	0	0	2
	7pm	10	6	0	0	2
	8pm	10	2	0	0	1
	9pm	10	2	0	0	1
	10pm	10	2	0	0	1
	10:30pm - 6am call team		2	0	0	0
Saturday	730	10	2			
	18:00pm - 6am call team					
Sunday	06:00am - 6am call team		2			

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**Issaquah Surgery**
Unit/ Clinic Type:	**Periop**
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**
Effective as of:	**2/27/2025**
Hours of the day	

Hour of the day	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's (surgical Techs)
Monday	6am	12	1	0	0	0
	7am	12	5	0	0	10
	7am	10	9	0	0	10
	9am	10	10	0	0	10
	10am	12	11	0	0	10
	12pm	10	11	0	0	10
	On call		1	0	0	1
Tuesday	6am	12	1	0	0	0
	7am	12	5	0	0	10
	7am	10	9	0	0	10
	9am	10	10	0	0	10
	10am	12	11	0	0	10
	12pm	10	11	0	0	10
	On call		1	0	0	1
Wednesday	6am	12	1	0	0	0
	7am	12	5	0	0	10
	7am	10	9	0	0	10
	9am	10	10	0	0	10
	10am	12	11	0	0	10
	12pm	10	11	0	0	10
	On call		1	0	0	1
Thursday	6am	12	1	0	0	0
	7am	12	5	0	0	10
	7am	10	9	0	0	10
	9am	10	10	0	0	10
	10am	12	11	0	0	10
	12pm	10	11	0	0	10
	On call		1	0	0	1
Friday	6am	12	1	0	0	0
	7am	12	5	0	0	10
	7am	10	9	0	0	10
	9am	10	10	0	0	10
	10am	12	11	0	0	10
	12pm	10	11	0	0	10
	On call		1	0	0	1
Saturday	7am	12	1	0	0	1
	On call		1	0	0	1
Sunday	On call		1	0	0	1

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Unit Information - OR Surgery

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
HUC	1	0	0	0
Specialty Lead Tech	2	0	0	0
PCT	3	3	0	1
Core Tech	1	0	0	0

Unit Information

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

☑ Other

Description:
SCN: Specialty Charge Nurse
SLT: Specialty Lead Tech
Facilitators: RN's that float.
"PCT/CNA" should be "PCT"
EQ Tech: Equipment Tech should be CT: Core Tech
Matrix for 10 operating rooms

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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:	**Issaquah Medical/Oncology**		
Unit/ Clinic Type:	**Medical Surgical**		
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**		
Average Daily Census:	**24**	**Maximum # of Beds:**	**36**
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)
36	0700-1900	12	10	0	4	0	3.33	0.00	1.33	0.00	
	1900-0700	12	9	0	4	0	3.00	0.00	1.33	0.00	
							0.00	0.00	0.00	0.00	9.00
35	0700-1900	12	10	0	4	0	3.43	0.00	1.37	0.00	
	1900-0700	12	9	0	4	0	3.09	0.00	1.37	0.00	
							0.00	0.00	0.00	0.00	9.26
34	0700-1900	12	9	0	4	0	3.18	0.00	1.41	0.00	
	1900-0700	12	9	0	4	0	3.18	0.00	1.41	0.00	
							0.00	0.00	0.00	0.00	9.18
33	0700-1900	12	9	0	4	0	3.27	0.00	1.45	0.00	
	1900-0700	12	9	0	4	0	3.27	0.00	1.45	0.00	
							0.00	0.00	0.00	0.00	9.45
32	0700-1900	12	9	0	4	0	3.38	0.00	1.50	0.00	
	1900-0700	12	9	0	4	0	3.38	0.00	1.50	0.00	
							0.00	0.00	0.00	0.00	9.75
31	0700-1900	12	8	0	4	0	3.10	0.00	1.55	0.00	
	1900-0700	12	8	0	4	0	3.10	0.00	1.55	0.00	
	1000-1400	4	0	0	1	0	0.00	0.00	0.13	0.00	9.42
30	0700-1900	12	8	0	4	0	3.20	0.00	1.60	0.00	
	1900-0700	12	8	0	4	0	3.20	0.00	1.60	0.00	
							0.00	0.00	0.00	0.00	9.60
29	0700-1900	12	8	0	4	0	3.31	0.00	1.66	0.00	
	1900-0700	12	8	0	4	0	3.31	0.00	1.66	0.00	
							0.00	0.00	0.00	0.00	9.93
28	0700-1900	12	8	0	4	0	3.43	0.00	1.71	0.00	
	1900-0700	12	8	0	3	0	3.43	0.00	1.29	0.00	
							0.00	0.00	0.00	0.00	9.86
27	0700-1900	12	8	0	3	0	3.56	0.00	1.33	0.00	
	1900-0700	12	7	0	3	0	3.11	0.00	1.33	0.00	
							0.00	0.00	0.00	0.00	9.33
26	0700-1900	12	8	0	3	0	3.69	0.00	1.38	0.00	
	1900-0700	12	7	0	3	0	3.23	0.00	1.38	0.00	
							0.00	0.00	0.00	0.00	9.69
25	0700-1900	12	7	0	3	0	3.36	0.00	1.44	0.00	
	1900-0700	12	7	0	3	0	3.36	0.00	1.44	0.00	
	1000-1400	4	0	0	1	0	0.00	0.00	0.16	0.00	9.76
24	0700-1900	12	7	0	3	0	3.50	0.00	1.50	0.00	
	1900-0700	12	6	0	3	0	3.00	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.50
23	0700-1900	12	6	0	3	0	3.13	0.00	1.57	0.00	
	1900-0700	12	6	0	3	0	3.13	0.00	1.57	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.39

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	0	0	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	0	0	0	0.00	0.00	0.00	0.00	9.71
20	0700-1900	12	6	0	3	0	3.60	0.00	1.80	0.00	
	1900-0700	12	5	0	2	0	3.00	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
19	0700-1900	12	5	0	3	0	3.16	0.00	1.89	0.00	
	1900-0700	12	5	0	2	0	3.16	0.00	1.26	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.47
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	0	0	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	0	0	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	0	0	0	0.00	0.00	0.00	0.00	10.50
15	0700-1900	12	5	0	1	0	4.00	0.00	0.80	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	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	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	0	0	0	0.00	0.00	0.00	0.00	9.23
12	0700-1900	12	4	0	1	0	4.00	0.00	1.00	0.00	
	1900-0700	12	4	0	1	0	4.00	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	4	0	1	0	4.36	0.00	1.09	0.00	
	1900-0700	12	4	0	1	0	4.36	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.91
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	0	0	0	0.00	0.00	0.00	0.00	9.60
9	0700-1900	12	3	0	1	0	4.00	0.00	1.33	0.00	
	1900-0700	12	3	0	0	0	4.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
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	0	0	0	0.00	0.00	0.00	0.00	9.00
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	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	0	0	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	0	0	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	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 - Med Onc

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
HUC based on census	x			x
Resource NAC based on census from 1000 to 1400	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: For patient census over and equal to 25, UBSC would like to add a resource NAC from 1000 to 1400 to cover NAC breaks, PSA breaks, and any patient transfers to and from from imaging and daily radiation therapy

☑ 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.
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.
HUC: day shift at census 13-36. No night shift HUC.

Charge nurse will have minimal or no assignment

Insulin drips, Chemo infusions*, and IVIG will have additional staffing considerations, typically 3:1 ratio

Covid/PUI patients will have an **RN 4:1, NAC 6:1** ratio: each staff should have **minimum of 2 Covid/PUI**

*Chemo: **Induction and 24 hr from the starting of induction, 3:1 ratio**

*Chemo: **contiuous chemo infusion and post 24 hr from beginnig of induction, 4:1 ratio**

South will open with minimum of **two RNs**

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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:	**Issaquah General Surgical**		
Unit/ Clinic Type:	**Medical Surgical**		
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**		
Average Daily Census:	**15.5**	**Maximum # of Beds:**	**35**
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)
35	0700-1900	12	10	0	4	0	3.43	0.00	1.37	0.00	9.26
	1900-0700	12	9	0	4	0	3.09	0.00	1.37	0.00	
		0					0.00	0.00	0.00	0.00	
34	0700-1900	12	9	0	4	0	3.18	0.00	1.41	0.00	8.82
	1900-0700	12	8	0	4	0	2.82	0.00	1.41	0.00	
		0					0.00	0.00	0.00	0.00	
33	0700-1900	12	9	0	4	0	3.27	0.00	1.45	0.00	9.09
	1900-0700	12	8	0	4	0	2.91	0.00	1.45	0.00	
		0					0.00	0.00	0.00	0.00	
32	0700-1900	12	9	0	4	0	3.38	0.00	1.50	0.00	9.38
	1900-0700	12	8	0	4	0	3.00	0.00	1.50	0.00	
		0					0.00	0.00	0.00	0.00	
31	0700-1900	12	8	0	4	0	3.10	0.00	1.55	0.00	8.90
	1900-0700	12	8	0	3	0	3.10	0.00	1.16	0.00	
		0					0.00	0.00	0.00	0.00	
30	0700-1900	12	8	0	4	0	3.20	0.00	1.60	0.00	8.80
	1900-0700	12	7	0	3	0	2.80	0.00	1.20	0.00	
		0					0.00	0.00	0.00	0.00	
29	0700-1900	12	8	0	4	0	3.31	0.00	1.66	0.00	9.10
	1900-0700	12	7	0	3	0	2.90	0.00	1.24	0.00	
		0					0.00	0.00	0.00	0.00	
28	0700-1900	12	8	0	4	0	3.43	0.00	1.71	0.00	9.43
	1900-0700	12	7	0	3	0	3.00	0.00	1.29	0.00	
		0					0.00	0.00	0.00	0.00	
27	0700-1900	12	8	0	3	0	3.56	0.00	1.33	0.00	9.33
	1900-0700	12	7	0	3	0	3.11	0.00	1.33	0.00	
		0					0.00	0.00	0.00	0.00	
26	0700-1900	12	7	0	3	0	3.23	0.00	1.38	0.00	9.23
	1900-0700	12	7	0	3	0	3.23	0.00	1.38	0.00	
		0					0.00	0.00	0.00	0.00	
25	0700-1900	12	7	0	3	0	3.36	0.00	1.44	0.00	9.12
	1900-0700	12	6	0	3	0	2.88	0.00	1.44	0.00	
		0					0.00	0.00	0.00	0.00	
24	0700-1900	12	6	0	3	0	3.00	0.00	1.50	0.00	9.00
	1900-0700	12	6	0	3	0	3.00	0.00	1.50	0.00	
		0					0.00	0.00	0.00	0.00	
23	0700-1900	12	6	0	3	0	3.13	0.00	1.57	0.00	9.39
	1900-0700	12	6	0	3	0	3.13	0.00	1.57	0.00	
		0					0.00	0.00	0.00	0.00	
22	0700-1900	12	6	0	3	0	3.27	0.00	1.64	0.00	9.27
	1900-0700	12	6	0	2	0	3.27	0.00	1.09	0.00	
		0					0.00	0.00	0.00	0.00	
21	0700-1900	12	6	0	3	0	3.43	0.00	1.71	0.00	9.71
	1900-0700	12	6	0	2	0	3.43	0.00	1.14	0.00	
		0					0.00	0.00	0.00	0.00	
20	0700-1900	12	6	0	3	0	3.60	0.00	1.80	0.00	9.60
	1900-0700	12	5	0	2	0	3.00	0.00	1.20	0.00	
		0					0.00	0.00	0.00	0.00	
19	0700-1900	12	5	0	3	0	3.16	0.00	1.89	0.00	9.47
	1900-0700	12	5	0	2	0	3.16	0.00	1.26	0.00	
		0					0.00	0.00	0.00	0.00	

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	2	0	3.43	0.00	1.71	0.00	
		0					0.00	0.00	0.00	0.00	10.29
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	4	0	1	0	4.00	0.00	1.00	0.00	
	1900-0700	12	4	0	1	0	4.00	0.00	1.00	0.00	
		0					0.00	0.00	0.00	0.00	10.00
11	0700-1900	12	3	0	1	0	3.27	0.00	1.09	0.00	
	1900-0700	12	4	0	1	0	4.36	0.00	1.09	0.00	
		0					0.00	0.00	0.00	0.00	9.82
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	1	0	4.00	0.00	1.33	0.00	
	1900-0700	12	3	0	1	0	4.00	0.00	1.33	0.00	
		0					0.00	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	
		0					0.00	0.00	0.00	0.00	12.00
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					0.00	0.00	0.00	0.00	10.29
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	
							0.00	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	
							0.00	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	
							0.00	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	
							0.00	0.00	0.00	0.00	48.00

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Unit Information - Gen Surg

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
HUC based on census 0700-1930	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:
- Insulin drips will have additional staffing consideration (3:1)

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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:	**Issaquah Postpartum**		
Unit/ Clinic Type:	**Postpartum**		
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**		
Average Daily Census:	**16.6**	**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	11	0	3	0	4.71	0.00	1.29	0.00	
	0700-1500	8	3	0	0	0	0.86	0.00	0.00	0.00	
	1900-0700	12	11	0	3	0	4.71	0.00	1.29	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.86
27	0700-1900	12	10	0	3	0	4.44	0.00	1.33	0.00	
	0700-1500	8	3	0	0	0	0.89	0.00	0.00	0.00	
	1900-0700	12	10	0	3	0	4.44	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.44
26	0700-1900	12	10	0	3	0	4.62	0.00	1.38	0.00	
	0700-1500	8	2.5	0	0	0	0.77	0.00	0.00	0.00	
	1900-0700	12	10	0	3	0	4.62	0.00	1.38	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.77
25	0700-1900	12	10	0	3	0	4.80	0.00	1.44	0.00	
	0700-1500	8	2.5	0	0	0	0.80	0.00	0.00	0.00	
	1900-0700	12	10	0	2.5	0	4.80	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.04
24	0700-1900	12	9	0	3	0	4.50	0.00	1.50	0.00	
	0700-1500	8	2.5	0	0	0	0.83	0.00	0.00	0.00	
	1900-0700	12	9	0	2.5	0	4.50	0.00	1.25	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.58
23	0700-1900	12	9	0	2.5	0	4.70	0.00	1.30	0.00	
	0700-1500	8	2	0	0	0	0.70	0.00	0.00	0.00	
	1900-0700	12	9	0	2.5	0	4.70	0.00	1.30	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.70
22	0700-1900	12	9	0	2.5	0	4.91	0.00	1.36	0.00	
	0700-1500	8	2	0	0	0	0.73	0.00	0.00	0.00	
	1900-0700	12	9	0	2	0	4.91	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.00
21	0700-1900	12	8	0	2	0	4.57	0.00	1.14	0.00	
	0700-1500	8	2	0	0	0	0.76	0.00	0.00	0.00	
	1900-0700	12	8	0	2	0	4.57	0.00	1.14	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.19
20	0700-1900	12	8	0	2	0	4.80	0.00	1.20	0.00	
	0700-1500	8	2	0	0	0	0.80	0.00	0.00	0.00	
	1900-0700	12	8	0	2	0	4.80	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.80
19	0700-1900	12	7	0	2	0	4.42	0.00	1.26	0.00	
	0700-1500	8	2	0	0	0	0.84	0.00	0.00	0.00	
	1900-0700	12	7	0	2	0	4.42	0.00	1.26	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.21
18	0700-1900	12	7	0	2	0	4.67	0.00	1.33	0.00	
	0700-1500	8	2	0	0	0	0.89	0.00	0.00	0.00	
	1900-0700	12	7	0	2	0	4.67	0.00	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.89

17	0700-1900	12	7	0	1	0	4.94	0.00	0.71	0.00	
	0700-1500	8	2	0	0	0	0.94	0.00	0.00	0.00	
	1900-0700	12	7	0	1	0	4.94	0.00	0.71	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.24
16	0700-1900	12	7	0	1	0	5.25	0.00	0.75	0.00	
	0700-1500	8	1.5	0	0	0	0.75	0.00	0.00	0.00	
	1900-0700	12	7	0	1	0	5.25	0.00	0.75	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.75
15	0700-1900	12	6	0	1	0	4.80	0.00	0.80	0.00	
	0700-1500	8	1.5	0	0	0	0.80	0.00	0.00	0.00	
	1900-0700	12	6	0	1	0	4.80	0.00	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
14	0700-1900	12	6	0	1	0	5.14	0.00	0.86	0.00	
	0700-1500	8	1.5	0	0	0	0.86	0.00	0.00	0.00	
	1900-0700	12	6	0	1	0	5.14	0.00	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.86
13	0700-1900	12	5	0	1	0	4.62	0.00	0.92	0.00	
	0700-1500	8	1.5	0	0	0	0.92	0.00	0.00	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	12.00
12	0700-1900	12	5	0	1	0	5.00	0.00	1.00	0.00	
	0700-1500	8	1	0	0	0	0.67	0.00	0.00	0.00	
	1900-0700	12	5	0	1	0	5.00	0.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.67
11	0700-1900	12	4	0	1	0	4.36	0.00	1.09	0.00	
	0700-1500	8	1	0	0	0	0.73	0.00	0.00	0.00	
	1900-0700	12	4	0	1	0	4.36	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.64
10	0700-1900	12	4	0	1	0	4.80	0.00	1.20	0.00	
	0700-1500	8	1	0	0	0	0.80	0.00	0.00	0.00	
	1900-0700	12	4	0	1	0	4.80	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.80
9	0700-1900	12	4	0	0	0	5.33	0.00	0.00	0.00	
	0700-1500	8	1	0	0	0	0.89	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	11.56
8	0700-1900	12	3	0	1	0	4.50	0.00	1.50	0.00	
	0700-1500	8	1	0	0	0	1.00	0.00	0.00	0.00	
	1900-0700	12	3	0	1	0	4.50	0.00	1.50	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.00
7	0700-1900	12	3	0	0	0	5.14	0.00	0.00	0.00	
	0700-1500	8	1	0	0	0	1.14	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	11.43
6	0700-1900	12	3	0	0	0	6.00	0.00	0.00	0.00	
	0700-1500	8	0.5	0	0	0	0.67	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	12.67
5	0700-1900	12	2	0	0.5	0	4.80	0.00	1.20	0.00	
	0700-1500	8	0.5	0	0	0	0.80	0.00	0.00	0.00	
	1900-0700	12	2	0	0.5	0	4.80	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.80
4	0700-1900	12	2	0	0	0	6.00	0.00	0.00	0.00	
	0700-1500	8	0	0	0	0	0.00	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	
	0700-1500	8	0	0	0	0	0.00	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	
	0700-1500	8	0	0	0	0	0.00	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	
	0700-1500	8	0	0	0	0	0.00	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 - Postpartum

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Lactation RN ICBLC	x			x
Birth Records HUC	x			

Unit Information

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

☑ Other

Description:
*Staffing unit to AWHONN standards
*The 8 hour RN is a Lactation RN
*At certain census points it may be appropriate to substitute an RN for HUC/NAC
*A nurse tech may be utilized in place of a HUC/NAC
*A NICU RN may be paired with a Postpartum RN in the RN partner role (infant care only)
*Patient's on MgSO4 2:1 assignment
*Consider opening 2nd unit at a census of 15, open a 2nd unit at a census of 19, open a 3rd unit at a census of 25
*Current HPPD shown needs to be divided by 2 to reflect couplet care

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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:	**Issaquah Medical Specialty Unit**		
Unit/ Clinic Type:	**Medical Surgical**		
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**		
Average Daily Census:	**11.3**	**Maximum # of Beds:**	**14**
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)
14	0700-1900	12	4	0	2		3.43	0.00	1.71	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	4	0	2		3.43	0.00	1.71	0.00	
							0.00	0.00	0.00	0.00	10.29
13	0700-1900	12	4	0	1		3.69	0.00	0.92	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	4	0	1		3.69	0.00	0.92	0.00	
							0.00	0.00	0.00	0.00	9.23
12	0700-1900	12	4	0	1		4.00	0.00	1.00	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	4	0	1		4.00	0.00	1.00	0.00	
							0.00	0.00	0.00	0.00	10.00
11	0700-1900	12	3	0	1		3.27	0.00	1.09	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	3	0	1		3.27	0.00	1.09	0.00	
							0.00	0.00	0.00	0.00	8.73
10	0700-1900	12	3	0	1		3.60	0.00	1.20	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	3	0	1		3.60	0.00	1.20	0.00	
							0.00	0.00	0.00	0.00	9.60
9	0700-1900	12	3	0	1		4.00	0.00	1.33	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	2	0	1		2.67	0.00	1.33	0.00	
							0.00	0.00	0.00	0.00	9.33
8	0700-1900	12	2	0	1		3.00	0.00	1.50	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	2	0	1		3.00	0.00	1.50	0.00	
							0.00	0.00	0.00	0.00	9.00
7	0700-1900	12	2	0	1		3.43	0.00	1.71	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	2	0	0		3.43	0.00	0.00	0.00	
							0.00	0.00	0.00	0.00	8.57
6	0700-1900	12	2	0	0		4.00	0.00	0.00	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	2	0	0		4.00	0.00	0.00	0.00	
							0.00	0.00	0.00	0.00	8.00
5	0700-1900	12	2	0	0		4.80	0.00	0.00	0.00	
	1100-2300	8	0	0	0		0.00	0.00	0.00	0.00	
	1900-700	12	2	0	0		4.80	0.00	0.00	0.00	
							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	
	1100-2300	8	0	0	0	0	0.00	0.00	0.00	0.00	
	1900-700	12	2	0	0	0	6.00	0.00	0.00	0.00	
							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	
	1100-2300	8	0	0	0	0	0.00	0.00	0.00	0.00	
	1900-700	12	2	0	0	0	8.00	0.00	0.00	0.00	
							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	
	1100-2300	8	0	0	0	0	0.00	0.00	0.00	0.00	
	1900-700	12	2	0	0	0	12.00	0.00	0.00	0.00	
							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	
	1100-2300	8	0	0	0	0	0.00	0.00	0.00	0.00	
	1900-700	12	2	0	0	0	24.00	0.00	0.00	0.00	
							0.00	0.00	0.00	0.00	48.00

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Unit Information - MSU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
N/A				

Unit Information

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

☑ Other

Description:
HUC: 0700-1900 at census 7-14; 1900-0700 at census 9-14.
2024 plan has column for 1100-2300 8 hr shifts, no content.
Security on unit 24/7

- An RN can be substituted for an NAC or vice versa
- PSA's are not included in the matrix
- Cap for risk for violence patients at 3.
- The charge nurse will have minimal or no assignment
- Insulin drips will have additional staffing considerations
- Unit will absorb HRW patients up to 1, then would require additional staff support.
- Unit will manage breaks for up to 3 PSAs on floor; after 4 PSAs would require additional staff support to provide breaks (1 hour per PSA).
- No less than 3 people on unit when risk for violence patients are present.
- If 3 RFV patients on floor, one extra staff member above matrix.

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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:	**Issaquah Intensive Care Unit**		
Unit/ Clinic Type:	**Intensive Care**		
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**		
Average Daily Census:	**No ICU specific ADC**	**Maximum # of Beds:**	**18**
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)
18	0700-1900	12	11	0	2	1	7.33	0.00	1.33	0.67	
	1900-0700	12	11	0	2	1	7.33	0.00	1.33	0.67	
		0	0	0	0	0	0.00	0.00	0.00	0.00	18.67
17	0700-1900	12	11	0	2	1	7.76	0.00	1.41	0.71	
	1900-0700	12	11	0	2	1	7.76	0.00	1.41	0.71	
		0	0	0	0	0	0.00	0.00	0.00	0.00	19.76
16	0700-1900	12	10	0	2	1	7.50	0.00	1.50	0.75	
	1900-0700	12	10	0	2	1	7.50	0.00	1.50	0.75	
		0	0	0	0	0	0.00	0.00	0.00	0.00	19.50
15	0700-1900	12	10	0	2	1	8.00	0.00	1.60	0.80	
	1900-0700	12	10	0	2	1	8.00	0.00	1.60	0.80	
		0	0	0	0	0	0.00	0.00	0.00	0.00	20.80
14	0700-1900	12	9	0	2	1	7.71	0.00	1.71	0.86	
	1900-0700	12	9	0	2	1	7.71	0.00	1.71	0.86	
		0	0	0	0	0	0.00	0.00	0.00	0.00	20.57
13	0700-1900	12	9	0	2	1	8.31	0.00	1.85	0.92	
	1900-0700	12	9	0	2	1	8.31	0.00	1.85	0.92	
		0	0	0	0	0	0.00	0.00	0.00	0.00	22.15
12	0700-1900	12	8	0	2	1	8.00	0.00	2.00	1.00	
	1900-0700	12	8	0	2	1	8.00	0.00	2.00	1.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	22.00
11	0700-1900	12	8	0	2	1	8.73	0.00	2.18	1.09	
	1900-0700	12	8	0	2	1	8.73	0.00	2.18	1.09	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
10	0700-1900	12	7	0	2	1	8.40	0.00	2.40	1.20	
	1900-0700	12	7	0	2	1	8.40	0.00	2.40	1.20	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
9	0700-1900	12	6	0	2	1	8.00	0.00	2.67	1.33	
	1900-0700	12	6	0	2	1	8.00	0.00	2.67	1.33	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
8	0700-1900	12	5	0	1	1	7.50	0.00	1.50	1.50	
	1900-0700	12	5	0	1	1	7.50	0.00	1.50	1.50	
		0	0	0	0	0	0.00	0.00	0.00	0.00	21.00
7	0700-1900	12	5	0	1	1	8.57	0.00	1.71	1.71	
	1900-0700	12	5	0	1	1	8.57	0.00	1.71	1.71	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
6	0700-1900	12	4	0	1	1	8.00	0.00	2.00	2.00	
	1900-0700	12	4	0	1	1	8.00	0.00	2.00	2.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
5	0700-1900	12	4	0	1	1	9.60	0.00	2.40	2.40	
	1900-0700	12	4	0	1	1	9.60	0.00	2.40	2.40	
		0	0	0	0	0	0.00	0.00	0.00	0.00	28.80
4	0700-1900	12	3	0	1	1	9.00	0.00	3.00	3.00	
	1900-0700	12	3	0	1	1	9.00	0.00	3.00	3.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	30.00
3	0700-1900	12	3	0	1	1	12.00	0.00	4.00	4.00	
	1900-0700	12	3	0	1	1	12.00	0.00	4.00	4.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	40.00
2	0700-1900	12	2	0	1	1	12.00	0.00	6.00	6.00	
	1900-0700	12	2	0	1	1	12.00	0.00	6.00	6.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00
1	0700-1900	12	2	0	1	1	24.00	0.00	12.00	12.00	
	1900-0700	12	2	0	1	1	24.00	0.00	12.00	12.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	96.00

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Unit Information - ICU

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Monitor Tech 1 for ICU/Tele	x	x	x	x
HUC 0900-21:30	x	x		x
Charge RN & Resource RN	x	x	x	x

Unit Information

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

☑ Activity such as patient admissions, discharges, and transfers

Description: In addition to all routine ADT's, we take emergent admits and patients who need upgraded to ICU from all patient care areas in the hospital.

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

Description:ICU patients with high acuity, heavy care needs and use of special equipment may require 1:1 monitoring. These include patients with IABPs, CRRT, prone, TTM, & organ donors.

☑ Skill mix

Description: ICU patients require highly skilled nursing care. RNs must complete Critical Care orientation and testing. Staff receive education to keep informed on best practices in critical care and use of new ICU equipment from a variety of sources. CNAs assist with patient care within their scope

☑ Level of experience of nursing and patient care staff

Description: Our staff vary in level of experience and years of practice. Nurses new to ICU are enrolled in an ICU Residency or Fellowship Program and receive mentoring and education. Many of our new nurses are new to the ICU specialty and we try to provide ongoing mentoring and support. CNA's who float to our unit often need education to feel comfortable working with ICU patients.

☑ Need for specialized or intensive equipment

Description: ICU patients often need ICU equipment to stabilize and support their recovery. Equipment may include ventilators, central lines, arterial lines, PA catheters, transvenous pacers, feeding tubes, foleys, continuous EEG, pupillometry, IABP, CRRT, TTM and other devices.

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

Description: Our ICU includes 18 beds and some of these beds are used for telemetry and medical patients. Our unit includes 2 negative airflow rooms, 2 nursing stations, 1 MT room, 1 Nurse Manager room, 1 ICU MD room, 1 medication room,1 equipment room, 1 dirty utility room, 1 clean supply room, 1 respiratory equipment closet, 1 kitchen, 2 staff break rooms and 2 bathrooms.

☑ Other

Description: Our Monitor Tech is a UAP who functions as MT and HUC. The MT station is the first room by the door to the ICU. They monitor remote tele patients, tele patients and ICU patients. In addition, they greet visitors, open/close the ICU door, provide directions, coordinate ADT patient movement with the charge nurse, assist with call lights & telephone calls, disburse vocera pagers, notify staff of deliveries through the tube station, order office supplies and notify departments when equipment needs picked up or repaired.
Ratios:
ICU RN: 1-2 patients
Charge RN: 0-18 patients
Resource RN: telemetry census plus ICU census: 18 patients or greater
Monitor tech: 0--18 patients
HUC: 0-18 patients
*Charge RN & Resource RN shared between telemetry & ICU.
**Even if no patients on unit, 2 ICU RNs, 1 MT, 1 CNA required staffing at all times.

2024 current plan color coded:
Blue - monitor tech and HUC
Green - Tele RN
Yellow - ICU RN

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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:	**Issaquah Telemetry**		
Unit/ Clinic Type:	**Intensive Care**		
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**		
Average Daily Census:	**26.4 (ICU/Tele combined)**	**Maximum # of Beds:**	**36**
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)
36	0700-1900	12	9	0	4	1	3.00	0.00	1.33	0.33	
	1900-0700	12	9	0	4	1	3.00	0.00	1.33	0.33	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.33
35	0700-1900	12	9	0	4	1	3.09	0.00	1.37	0.34	
	1900-0700	12	9	0	4	1	3.09	0.00	1.37	0.34	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
34	0700-1900	12	9	0	4	1	3.18	0.00	1.41	0.35	
	1900-0700	12	9	0	4	1	3.18	0.00	1.41	0.35	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.88
33	0700-1900	12	9	0	4	1	3.27	0.00	1.45	0.36	
	1900-0700	12	9	0	4	1	3.27	0.00	1.45	0.36	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.18
32	0700-1900	12	8	0	4	1	3.00	0.00	1.50	0.38	
	1900-0700	12	8	0	4	1	3.00	0.00	1.50	0.38	
		0	0	0	0	0	0.00	0.00	0.00	0.00	9.75
31	0700-1900	12	8	0	4	1	3.10	0.00	1.55	0.39	
	1900-0700	12	8	0	4	1	3.10	0.00	1.55	0.39	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.06
30	0700-1900	12	8	0	4	1	3.20	0.00	1.60	0.40	
	1900-0700	12	8	0	4	1	3.20	0.00	1.60	0.40	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.40
29	0700-1900	12	8	0	4	1	3.31	0.00	1.66	0.41	
	1900-0700	12	8	0	4	1	3.31	0.00	1.66	0.41	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.76
28	0700-1900	12	7	0	4	1	3.00	0.00	1.71	0.67	
	1900-0700	12	7	0	4	1	3.00	0.00	1.71	0.67	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.76
27	0700-1900	12	7	0	4	1	3.11	0.00	1.78	0.44	
	1900-0700	12	7	0	4	1	3.11	0.00	1.78	0.44	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.67
26	0700-1900	12	7	0	4	1	3.23	0.00	1.85	0.46	
	1900-0700	12	7	0	4	1	3.23	0.00	1.85	0.46	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.08
25	0700-1900	12	7	0	4	1	3.36	0.00	1.92	0.48	
	1900-0700	12	7	0	4	1	3.36	0.00	1.92	0.48	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.52
24	0700-1900	12	6	0	3	1	3.00	0.00	1.50	0.50	
	1900-0700	12	6	0	3	1	3.00	0.00	1.50	0.50	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.00
23	0700-1900	12	6	0	3	1	3.13	0.00	1.57	0.52	
	1900-0700	12	6	0	3	1	3.13	0.00	1.57	0.52	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.43
22	0700-1900	12	6	0	3	1	3.27	0.00	1.64	0.55	
	1900-0700	12	6	0	3	1	3.27	0.00	1.64	0.55	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.91
21	0700-1900	12	6	0	3	1	3.43	0.00	1.71	0.57	
	1900-0700	12	6	0	3	1	3.43	0.00	1.71	0.57	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.43
20	0700-1900	12	5	0	3	1	3.00	0.00	1.80	0.60	
	1900-0700	12	5	0	3	1	3.00	0.00	1.80	0.60	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.80
19	0700-1900	12	5	0	3	1	3.16	0.00	1.89	0.63	
	1900-0700	12	5	0	3	1	3.16	0.00	1.89	0.63	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.37
18	0700-1900	12	5	0	3	1	3.33	0.00	2.00	0.67	
	1900-0700	12	5	0	3	1	3.33	0.00	2.00	0.67	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00

17	0700-1900	12	5	0	3	1	3.53	0.00	2.12	0.71	
	1900-0700	12	5	0	3	1	3.53	0.00	2.12	0.71	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.71
16	0700-1900	12	4	0	2	1	3.00	0.00	1.50	0.75	
	1900-0700	12	4	0	2	1	3.00	0.00	1.50	0.75	
		0	0	0	0	0	0.00	0.00	0.00	0.00	10.50
15	0700-1900	12	4	0	2	1	3.20	0.00	1.60	0.80	
	1900-0700	12	4	0	2	1	3.20	0.00	1.60	0.80	
		0	0	0	0	0	0.00	0.00	0.00	0.00	11.20
14	0700-1900	12	4	0	2	1	3.43	0.00	1.71	0.86	
	1900-0700	12	4	0	2	1	3.43	0.00	1.71	0.86	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
13	0700-1900	12	4	0	2	1	3.69	0.00	1.85	0.92	
	1900-0700	12	4	0	2	1	3.69	0.00	1.85	0.92	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.92
12	0700-1900	12	3	0	2	1	3.00	0.00	2.00	1.00	
	1900-0700	12	3	0	2	1	3.00	0.00	2.00	1.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
11	0700-1900	12	3	0	2	1	3.27	0.00	2.18	1.09	
	1900-0700	12	3	0	2	1	3.27	0.00	2.18	1.09	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.09
10	0700-1900	12	3	0	2	1	3.60	0.00	2.40	1.20	
	1900-0700	12	3	0	2	1	3.60	0.00	2.40	1.20	
		0	0	0	0	0	0.00	0.00	0.00	0.00	14.40
9	0700-1900	12	3	0	2	1	4.00	0.00	2.67	1.33	
	1900-0700	12	3	0	2	1	4.00	0.00	2.67	1.33	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
8	0700-1900	12	2	0	1	1	3.00	0.00	1.50	1.50	
	1900-0700	12	2	0	1	1	3.00	0.00	1.50	1.50	
		0	0	0	0	0	0.00	0.00	0.00	0.00	12.00
7	0700-1900	12	2	0	1	1	3.43	0.00	1.71	1.71	
	1900-0700	12	2	0	1	1	3.43	0.00	1.71	1.71	
		0	0	0	0	0	0.00	0.00	0.00	0.00	13.71
6	0700-1900	12	2	0	1	1	4.00	0.00	2.00	2.00	
	1900-0700	12	2	0	1	1	4.00	0.00	2.00	2.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
5	0700-1900	12	2	0	1	1	4.80	0.00	2.40	2.40	
	1900-0700	12	2	0	1	1	4.80	0.00	2.40	2.40	
		0	0	0	0	0	0.00	0.00	0.00	0.00	19.20
4	0700-1900	12	2	0	1	1	6.00	0.00	3.00	3.00	
	1900-0700	12	2	0	1	1	6.00	0.00	3.00	3.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	24.00
3	0700-1900	12	2	0	1	1	8.00	0.00	4.00	4.00	
	1900-0700	12	2	0	1	1	8.00	0.00	4.00	4.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	32.00
2	0700-1900	12	2	0	1	1	12.00	0.00	6.00	6.00	
	1900-0700	12	2	0	1	1	12.00	0.00	6.00	6.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	48.00
1	0700-1900	12	2	0	1	1	24.00	0.00	12.00	12.00	
	1900-0700	12	2	0	1	1	24.00	0.00	12.00	12.00	
							0.00	0.00	0.00	0.00	96.00

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Unit Information - Telemetry

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Monitor Tech 1 for ICU/Tele	x	x	x	x
HUC 0900-2130	x	x		x
*Charge nurse (counted on the ICU staffing grid)	x	x	x	x
*Resource nurse (counted on the ICU staffing grid)	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: In addition to all routine ADT's, we take emergent admits and patients who need upgraded to telemetry from all patient care areas in the hospital including code STEMI and code BART patients.

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

Description: Telemetry patients with high acuity, heavy care needs and use of special equipment may require 1:3 monitoring. These include patients on an insulin drip, using high flow nasal cannula, vital sign monitoring every 1-2 hrs, 3 patients with neuro checks, and 3 patients on isolation.

☑ Skill mix

Description: Telemetry patients require expertise in cardiac monitoring and acute nursing care. RNs must complete an annual ECG Rhythm exam. Staff receive education to keep informed on best practices in cardiac monitoring, acute care and use of new equipment from a variety of sources. CNAs assist with patient care within their scope of practice.

☑ Level of experience of nursing and patient care staff

Description: Our staff vary in level of experience and years of practice. Nurses new to telemetry are enrolled in an ECG Class and receive mentoring and education. Many of our new nurses are new to nursing and/or the telemetry specialty. We strive to provide ongoing mentoring and support. CNA's who float to our unit often need education to feel comfortable working with telemetry & acute care patients.

☑ Need for specialized or intensive equipment

Description: Telemetry patients need cardiac monitoring equipment- either a hard-wired cable or a remote telemetry unit that can sit in a pajama pocket. Other equipment utilized for helping acute care patients include VS monitors, bed alarms, floor mats, walkers, hospital beds, bedside chairs, pocket talkers, video interpreters, IV pumps, blanket warmers, bath wipe warmers, wheelchairs and oxygen tanks.

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

Description: Our telemetry unit includes 36 beds and some of these beds are used for ICU patients. The beds are divided by a hallway and 2 doors creating a north side with 18 beds and a south side with 18 beds.
North side: 1 negative airflow room, 2 nursing stations, 1 HUC station, 1 social work office,1 medication room, 1 equipment room, 1 dirty utility room, 1 clean supply room, 1 kitchen, 1 staff break room, 1 bathroom
South side: 2 negative airflow rooms, 2 nursing stations, 1 MT room, 1 Nurse Manager room, 1 ICU MD room, 1 medication room,1 equipment room, 1 dirty utility room, 1 clean supply room, 1 respiratory equipment closet, 1 kitchen, 2 staff break rooms and 2 bathrooms.

☑ Other

Description:
Our Monitor Tech is a UAP who functions as MT and HUC. The MT station is the first room by the door to the ICU. They monitor remote tele patients, tele patients and ICU patients. In addition, they greet visitors, open/close the ICU door, provide directions, coordinate ADT patient movement with the charge nurse, assist with call lights & telephone calls, disburse vocera pagers, notify staff of deliveries through the tube station, order office supplies and notify departments when equipment needs picked up or repaired.
Ratios:
Tele RN: 3-4 patients
Resource RN: telemetry census plus ICU census: 18 patients or greater
Monitor tech: 0--18 patients
HUC: 0-18 patients
*Charge RN & Resource RN shared between telemetry & ICU.
**Even if no patients on unit, 2 ICU RNs, 1 MT, 1 CNA required staffing at all times.

2024 current plan color coded:
Blue - monitor tech and HUC
Green - Tele RN
Yellow - ICU RN

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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:	**Issaquah Labor and Delivery**
Unit/ Clinic Type:	**Labor and Delivery**
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
Sunday	0700-1900	12	8	0	0	2
	0700-1900 OBED	12	1	0	0	0
	1900-0700	12	8	0	0	1
	1900-0700 OBED	12	1	0	0	0
Monday	0700-1900	12	8	0	0	2
	0700-1900 OBED	12	1	0	0	0
	1900-0700	12	8	0	0	1
	1900-0700 OBED	12	1	0	0	0
Tuesday	0700-1900	12	8	0	0	2
	0700-1900 OBED	12	1	0	0	0
	1900-0700	12	8	0	0	1
	1900-0700 OBED	12	1	0	0	0
Wednesday	0700-1900	12	8	0	0	2
	0700-1900 OBED	12	1	0	0	0
	1900-0700	12	8	0	0	1
	1900-0700 OBED	12	1	0	0	0
Thursday	0700-1900	12	8	0	0	2
	0700-1900 OBED	12	1	0	0	0
	1900-0700	12	8	0	0	1
	1900-0700 OBED	12	1	0	0	0
Friday	0700-1900	12	8	0	0	2
	0700-1900 OBED	12	1	0	0	0
	1900-0700	12	8	0	0	1
	1900-0700 OBED	12	1	0	0	0
Saturday	0700-1900	12	8	0	0	2
	0700-1900 OBED	12	1	0	0	0
	1900-0700	12	8	0	0	1
	1900-0700 OBED	12	1	0	0	0

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Unit Information - Labor and Delivery

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Surg tech/UAP (24 hours)	x		x	x

Unit Information

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

☑ Other

Description:

The second line from 0700-1900 & 1900-0700 on each day is desigated for the OB/ED RN

Minimum staffing for Swedish Issaquah Labor & Delivery
- 1 charge RN
- 1 OB/ED RN
- 1 RN circulator
- 1 admit RN

- 1-2 Surgical Techs based on census/acuity
- 1 RN for each patient assgnment

Patient Assignment per AWHONN Guidelines
OB/ED 1:1 - initial OB assessment (10-20 minutes) and unstable patients
OB/ED 1:2 or 1:3 - ongoing obstetrical OB/ED assessment
Antepartum - 1-3 patients based on acuity
Labor - 2 cervcal ripening/early labor
Labor - 1 active labor
Labor - 1 scheduled/non-scheduled Cesarean Delivery

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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:	**Issaquah Emergency Department**
Unit/ Clinic Type:	**Emergency Department**
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**
Effective as of:	**2/27/2025**

Day of the week	Hour of the day	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	7am	7am	12	5	0	0	3
	8am	8am	12	5	0	0	3
	9am	9am	12	6	0	0	3
	10am	10am	12	7	0	0	3
	11am	11am	12	8	0	0	3
	12pm	12pm	12	8	0	0	3
	1pm	1pm	12	9	0	0	3
	2pm	2pm	12	10	0	0	3
	3pm	3pm	12	11	0	0	3
	4pm	4pm	12	11	0	0	3
	5pm	5pm	12	11	0	0	3
	6pm	6pm	12	11	0	0	3
	7pm	7pm	12	11	0	0	3
	8pm	8pm	12	11	0	0	3
	9pm	9pm	12	10	0	0	3
	10pm	10pm	12	9	0	0	3
	11pm	11pm	12	8	0	0	3
	12am	12am	12	8	0	0	3
	1am	1am	12	7	0	0	3
	2am	2am	12	6	0	0	3
	3am	3am	12	5	0	0	3
	4am	4am	12	5	0	0	3
	5am	5am	12	5	0	0	3
	6am	6am	12	5	0	0	3
Tuesday	7am	7am	12	5	0	0	3
	8am	8am	12	5	0	0	3
	9am	9am	12	6	0	0	3
	10am	10am	12	7	0	0	3
	11am	11am	12	8	0	0	3
	12pm	12pm	12	8	0	0	3
	1pm	1pm	12	9	0	0	3
	2pm	2pm	12	10	0	0	3
	3pm	3pm	12	11	0	0	3
	4pm	4pm	12	11	0	0	3
	5pm	5pm	12	11	0	0	3
	6pm	6pm	12	11	0	0	3

Tuesday	7pm	12	11	0	0	3
	8pm	12	11	0	0	3
	9pm	12	10	0	0	3
	10pm	12	9	0	0	3
	11pm	12	8	0	0	3
	12am	12	8	0	0	3
	1am	12	7	0	0	3
	2am	12	6	0	0	3
	3am	12	5	0	0	3
	4am	12	5	0	0	3
	5am	12	5	0	0	3
	6am	12	5	0	0	3
Wednesday	7am	12	5	0	0	3
	8am	12	5	0	0	3
	9am	12	6	0	0	3
	10am	12	7	0	0	3
	11am	12	8	0	0	3
	12pm	12	8	0	0	3
	1pm	12	9	0	0	3
	2pm	12	10	0	0	3
	3pm	12	11	0	0	3
	4pm	12	11	0	0	3
	5pm	12	11	0	0	3
	6pm	12	11	0	0	3
	7pm	12	11	0	0	3
	8pm	12	11	0	0	3
	9pm	12	10	0	0	3
	10pm	12	9	0	0	3
	11pm	12	8	0	0	3
	12am	12	8	0	0	3
	1am	12	7	0	0	3
	2am	12	6	0	0	3
	3am	12	5	0	0	3
	4am	12	5	0	0	3
	5am	12	5	0	0	3
	6am	12	5	0	0	3
Thursday	7am	12	5	0	0	3
	8am	12	5	0	0	3
	9am	12	6	0	0	3
	10am	12	7	0	0	3
	11am	12	8	0	0	3
	12pm	12	8	0	0	3
	1pm	12	9	0	0	3
	2pm	12	10	0	0	3
	3pm	12	11	0	0	3
	4pm	12	11	0	0	3
	5pm	12	11	0	0	3
	6pm	12	11	0	0	3
	7pm	12	11	0	0	3
	8pm	12	11	0	0	3
	9pm	12	10	0	0	3
	10pm	12	9	0	0	3
	11pm	12	8	0	0	3
	12am	12	8	0	0	3
	1am	12	7	0	0	3
	2am	12	6	0	0	3

	3am	12	5	0	0	3
	4am	12	5	0	0	3
	5am	12	5	0	0	3
	6am	12	5	0	0	3
Friday	7am	12	5	0	0	3
	8am	12	5	0	0	3
	9am	12	6	0	0	3
	10am	12	7	0	0	3
	11am	12	8	0	0	3
	12pm	12	8	0	0	3
	1pm	12	9	0	0	3
	2pm	12	10	0	0	3
	3pm	12	11	0	0	3
	4pm	12	11	0	0	3
	5pm	12	11	0	0	3
	6pm	12	11	0	0	3
	7pm	12	11	0	0	3
	8pm	12	11	0	0	3
	9pm	12	10	0	0	3
	10pm	12	9	0	0	3
	11pm	12	8	0	0	3
	12am	12	8	0	0	3
	1am	12	7	0	0	3
	2am	12	6	0	0	3
	3am	12	5	0	0	3
	4am	12	5	0	0	3
	5am	12	5	0	0	3
	6am	12	5	0	0	3
Saturday	7am	12	5	0	0	3
	8am	12	5	0	0	3
	9am	12	6	0	0	3
	10am	12	7	0	0	3
	11am	12	8	0	0	3
	12pm	12	8	0	0	3
	1pm	12	9	0	0	3
	2pm	12	10	0	0	3
	3pm	12	11	0	0	3
	4pm	12	11	0	0	3
	5pm	12	11	0	0	3
	6pm	12	11	0	0	3
	7pm	12	11	0	0	3
	8pm	12	11	0	0	3
	9pm	12	10	0	0	3
	10pm	12	9	0	0	3
	11pm	12	8	0	0	3
	12am	12	8	0	0	3
	1am	12	7	0	0	3
	2am	12	6	0	0	3
	3am	12	5	0	0	3
	4am	12	5	0	0	3
	5am	12	5	0	0	3
	6am	12	5	0	0	3
	7am	12	5	0	0	3
	8am	12	5	0	0	3
	9am	12	6	0	0	3
	10am	12	7	0	0	3

Sunday	11am	12	8	0	0	3
	12pm	12	8	0	0	3
	1pm	12	9	0	0	3
	2pm	12	10	0	0	3
	3pm	12	11	0	0	3
	4pm	12	11	0	0	3
	5pm	12	11	0	0	3
	6pm	12	11	0	0	3
	7pm	12	11	0	0	3
	8pm	12	11	0	0	3
	9pm	12	10	0	0	3
	10pm	12	9	0	0	3
	11pm	12	8	0	0	3
	12am	12	8	0	0	3
	1am	12	7	0	0	3
	2am	12	6	0	0	3
	3am	12	5	0	0	3
	4am	12	5	0	0	3
	5am	12	5	0	0	3
	6am	12	5	0	0	3

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Unit Information - ED

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
HUC	x		x	x

Unit Information

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

☑ Other

Description:
HUC 6a-4p and 4a-2p
UAP is ED 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:	**Issaquah Campus**
Unit/ Clinic Type:	**Case Management**
Unit/ Clinic Address:	**751 NE Blakely Dr, Issaquah, WA 98029**
Effective as of:	**2/27/2025**
Metric:	

Please select metric type	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	8:00 AM	8	4	0	0	0
Tuesday	8:00 AM	8	4	0	0	0
Wednesday	8:00 AM	8	4	0	0	0
Thursday	8:00 AM	8	4	0	0	0
Friday	8:00 AM	8	4	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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Issaquah Case Management

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
SW	2			1
CMA	1			0

Unit Information

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**Issaquah Diabetes Education Center**					
Unit/ Clinic Type:	**Outpatient**					
Unit/ Clinic Address:	**Issaquah**					
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
Wednesday	Day	10	1	0	0	0

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Issaquah Diabetes Education Center

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
N/A				

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:	**Issaquah Pain Services**
Unit/ Clinic Type:	**Outpatient Clinic**
Unit/ Clinic Address:	**751 NE Blakely, Ste 4010 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	0700-1730	10	2	0	0	1
Tuesday	0700-1730	10	2	0	0	1
Wednesday	0700-1730	10	2	0	0	1
Thursday	0700-1730	10	2	0	0	1
Friday	0700-1730	10	2	0	0	1

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Issaquah Pain Services

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Patient Scheduler	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:
Check in/discharge 24 spinal procedures per day, post ops, pre ops, check in clinic patients

☑ Skill mix

Description:
RN's must be ACLS certified

☑ Other

Description:
UAP- Radiology Tech

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**Issaquah Testing & Treatment**
Unit/ Clinic Type:	**Non-invasive Diagnostics, Nuclear Medicine**
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	0745-1615	8	1	0	0	0
Tuesday	0745-1615	8	1	0	0	0
Wednesday	0745-1615	8	1	0	0	0
Thursday	0745-1615	8	1	0	0	0
Friday	0745-1615	8	1	0	0	0

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Testing & Treatment- Non-invasive Diagnostics, Nuclear Medicine

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Nuclear Med Tech	x			
Vascular Ultrasound Tech	x			
Echo Tech	x			
EKG Tech	x			
EEG Tech	x			

Unit Information

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Fixed Staffing Matrix

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Unit/ Clinic Name:	**Issaquah Pre-Admission Clinic**
Unit/ Clinic Type:	**Ambulatory Inpatient 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	6	0	0	0
Tuesday	0800-1630	8	6	0	0	0
Wednesday	0800-1630	8	6	0	0	0
Thursday	0800-1630	8	6	0	0	0
Friday	0800-1630	8	6	0	0	0

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Issaquah Pre-Admission

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
N/A				

Unit Information