

**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:		Intensive Care / Progressive Care Unit									
Unit/ Clinic Type:		Inpatient Services									
Unit/ Clinic Address:		3900 Capital Mall Drive SW, Olympia, WA 98502									
Average Daily		18					Maximum # of Beds:			26	
Effective as of:		1-Jan-25									
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)
1	Day	12	2	0	0	0	24.00	0.00	0.00	0.00	48.00
	Night	12	2	0	0	0	24.00	0.00	0.00	0.00	
2	Day	12	2	0	0	0	12.00	0.00	0.00	0.00	24.00
	Night	12	2	0	0	0	12.00	0.00	0.00	0.00	
3	Day	12	2	0	0	0	8.00	0.00	0.00	0.00	16.00
	Night	12	2	0	0	0	8.00	0.00	0.00	0.00	
4	Day	12	2	0	0	0	6.00	0.00	0.00	0.00	12.00
	Night	12	2	0	0	0	6.00	0.00	0.00	0.00	
5	Day	12	2	0	1	0	4.80	0.00	2.40	0.00	14.40
	Night	12	2	0	1	0	4.80	0.00	2.40	0.00	
6	Day	12	2	0	1	0	4.00	0.00	2.00	0.00	12.00
	Night	12	2	0	1	0	4.00	0.00	2.00	0.00	
7	Day	12	3	0	1	0	5.14	0.00	1.71	0.00	13.71
	Night	12	3	0	1	0	5.14	0.00	1.71	0.00	
8	Day	12	3	0	1	0	4.50	0.00	1.50	0.00	12.00
	Night	12	3	0	1	0	4.50	0.00	1.50	0.00	
9	Day	12	4	0	1	0	5.33	0.00	1.33	0.00	13.33
	Night	12	4	0	1	0	5.33	0.00	1.33	0.00	
10	Day	12	4	0	1	1	4.80	0.00	1.20	1.20	13.20
	Night	12	4	0	1	0	4.80	0.00	1.20	0.00	
11	Day	12	4	0	1	1	4.36	0.00	1.09	1.09	12.00
	Night	12	4	0	1	0	4.36	0.00	1.09	0.00	
12	Day	12	4	0	2	1	4.00	0.00	2.00	1.00	13.00
	Night	12	4	0	2	0	4.00	0.00	2.00	0.00	
13	Day	12	5	0	2	1	4.62	0.00	1.85	0.92	13.85
	Night	12	5	0	2	0	4.62	0.00	1.85	0.00	
14	Day	12	5	0	2	1	4.29	0.00	1.71	0.86	12.86
	Night	12	5	0	2	0	4.29	0.00	1.71	0.00	
15	Day	12	5	0	2	1	4.00	0.00	1.60	0.80	12.00
	Night	12	5	0	2	0	4.00	0.00	1.60	0.00	
16	Day	12	5	0	2	1	3.75	0.00	1.50	0.75	11.25
	Night	12	5	0	2	0	3.75	0.00	1.50	0.00	
17	Day	12	6	0	2	1	4.24	0.00	1.41	0.71	12.00
	Night	12	6	0	2	0	4.24	0.00	1.41	0.00	
18	Day	12	6	0	2	1	4.00	0.00	1.33	0.67	11.33
	Night	12	6	0	2	0	4.00	0.00	1.33	0.00	
19	Day	12	6	0	2	1	3.79	0.00	1.26	0.63	10.74
	Night	12	6	0	2	0	3.79	0.00	1.26	0.00	
20	Day	12	6	0	2	1	3.60	0.00	1.20	0.60	

20	Night	12	6	0	2	0	3.60	0.00	1.20	0.00	10.20
21	Day	12	7	0	3	1	4.00	0.00	1.71	0.57	12.00
	Night	12	7	0	3	0	4.00	0.00	1.71	0.00	
22	Day	12	7	0	3	1	3.82	0.00	1.64	0.55	11.45
	Night	12	7	0	3	0	3.82	0.00	1.64	0.00	
23	Day	12	7	0	3	1	3.65	0.00	1.57	0.52	10.96
	Night	12	7	0	3	0	3.65	0.00	1.57	0.00	
24	Day	12	7	0	3	1	3.50	0.00	1.50	0.50	10.50
	Night	12	7	0	3	0	3.50	0.00	1.50	0.00	
25	Day	12	8	0	3	1	3.84	0.00	1.44	0.48	11.04
	Night	12	8	0	3	0	3.84	0.00	1.44	0.00	
26	Day	12	8	0	3	1	3.69	0.00	1.38	0.46	10.62
	Night	12	8	0	3	0	3.69	0.00	1.38	0.00	

**Unit Information**

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Charge RN/Nurse Leader	24/7	24/7	24/7	24/7
HUC (UAP)	Varied, included in staffing plan as	Varied, included in staffing plan as UAP	Varied, included in staffing plan as	Varied, included in staffing plan as UAP

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

- Activity such as patient admissions, discharges, and transfers

Description:  
 This unit experiences a high daily CHURN rate of admissions, discharges, and transfers.

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

Description:  
 This unit supports the following: 10-bed Intensive Care unit, 16-bed Progressive Care unit located on the second floor. ICU/PCU providing care 24/7/365, specializing in medical management of complex and high acuity medical patients, patients at increased risk of their condition becoming unstable or experiencing a life-threatening event.

Skill mix

Description:

ICU provides intensive, technical and/or highly skilled care to all patients whose conditions, in the opinion of the attending/consulting physician, is such that marked changes may occur so quickly or complications may arise so suddenly that his/her life and/or well-being depends upon the specialized assessment skills of the ICU nurse and/or technical/monitoring equipment located at the bedside. RN:PT Ratios will be flexed up or down as patient needs change. They could range from 1:1, 1:2 and requiring hourly interventions

PCU patients have a higher need and may require frequent monitoring / interventions but do not require invasive monitoring. The PCU may still have patients at a higher level of care and lower nurse to patient ratio r/t to the patient's needs. But are less likely to need immediately life/limb saving interventions. They could range from 1:3, 1:4 with every (2-4) hour interventions and requiring greater than 6 hours of direct nursing care in a 24-hour period.

Level of experience of nursing and patient care staff

Description:

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: