

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:		Medical / Surgical / Telemetry										
Unit/ Clinic Type:		Inpatient Services										
Unit/ Clinic Address:		3900 Capital Mall Drive SW, Olympia, WA 98502										
Average Daily		32					Maximum # of Beds:		40			
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	2	0	1	0	3.43	0.00	1.71	0.00	10.29	
	Night	12	2	0	1	0	3.43	0.00	1.71	0.00		
8	Day	12	2	0	1	0	3.00	0.00	1.50	0.00	9.00	
	Night	12	2	0	1	0	3.00	0.00	1.50	0.00		
9	Day	12	2	0	1	0	2.67	0.00	1.33	0.00	8.00	
	Night	12	2	0	1	0	2.67	0.00	1.33	0.00		
10	Day	12	3	0	1	1	3.60	0.00	1.20	1.20	10.00	
	Night	12	2	0	1	0	2.40	0.00	1.20	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.40		
11	Day	12	3	0	2	1	3.27	0.00	2.18	1.09	11.27	
	Night	12	2	0	2	0	2.18	0.00	2.18	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.36		
12	Day	12	3	0	2	1	3.00	0.00	2.00	1.00	10.33	
	Night	12	2	0	2	0	2.00	0.00	2.00	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.33		
13	Day	12	3	0	2	1	2.77	0.00	1.85	0.92	10.46	
	Night	12	3	0	2	0	2.77	0.00	1.85	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.31		
14	Day	12	3	0	2	1	2.57	0.00	1.71	0.86	9.71	
	Night	12	3	0	2	0	2.57	0.00	1.71	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.29		
15	Day	12	3	0	2	1	2.40	0.00	1.60	0.80	9.07	
	Night	12	3	0	2	0	2.40	0.00	1.60	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.27		
16	Day	12	4	0	2	1	3.00	0.00	1.50	0.75		
	Night	12	3	0	2	0	2.25	0.00	1.50	0.00		

	Evening	4	0	0	0	1	0.00	0.00	0.00	0.25	9.25	
17	Day	12	4	0	2	1	2.82	0.00	1.41	0.71	8.71	
	Night	12	3	0	2	0	2.12	0.00	1.41	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.24		
18	Day	12	4	0	2	1	2.67	0.00	1.33	0.67	8.22	
	Night	12	3	0	2	0	2.00	0.00	1.33	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.22		
19	Day	12	4	0	2	1	2.53	0.00	1.26	0.63	8.42	
	Night	12	4	0	2	0	2.53	0.00	1.26	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.21		
20	Day	12	4	0	2	1	2.40	0.00	1.20	0.60	8.00	
	Night	12	4	0	2	0	2.40	0.00	1.20	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.20		
21	Day	12	5	0	3	1	2.86	0.00	1.71	0.57	9.33	
	Night	12	4	0	3	0	2.29	0.00	1.71	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.19		
22	Day	12	5	0	3	1	2.73	0.00	1.64	0.55	8.91	
	Night	12	4	0	3	0	2.18	0.00	1.64	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.18		
23	Day	12	5	0	3	1	2.61	0.00	1.57	0.52	8.52	
	Night	12	4	0	3	0	2.09	0.00	1.57	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.17		
A	24	Day	12	5	0	3	1	2.50	0.00	1.50	0.50	8.17
	Night	12	4	0	3	0	2.00	0.00	1.50	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.17		
B	24	Day	12	3	2	3	1	1.50	1.00	1.50	0.50	8.67
	Night	12	3	2	3	0	1.50	1.00	1.50	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.17		
C	24	Day	12	3	3	2	1	1.50	1.50	1.00	0.50	8.67
	Night	12	3	3	2	0	1.50	1.50	1.00	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.17		
A	25	Day	12	5	0	3	1	2.40	0.00	1.44	0.48	8.32
	Night	12	5	0	3	0	2.40	0.00	1.44	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.16		
B	25	Day	12	3	2	3	1	1.44	0.96	1.44	0.48	8.32
	Night	12	3	2	3	0	1.44	0.96	1.44	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.16		
C	25	Day	12	3	3	2	1	1.44	1.44	0.96	0.48	8.32
	Night	12	3	3	2	0	1.44	1.44	0.96	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.16		
A	26	Day	12	6	0	3	1	2.77	0.00	1.38	0.46	8.46
	Night	12	5	0	3	0	2.31	0.00	1.38	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.15		
B	26	Day	12	4	2	3	1	1.85	0.92	1.38	0.46	8.46
	Night	12	3	2	3	0	1.38	0.92	1.38	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.15		
C	26	Day	12	4	3	2	1	1.85	1.38	0.92	0.46	8.46
	Night	12	3	3	2	0	1.38	1.38	0.92	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.15		
A	27	Day	12	6	0	3	1	2.67	0.00	1.33	0.44	8.15
	Night	12	5	0	3	0	2.22	0.00	1.33	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.15		
B	27	Day	12	4	2	3	1	1.78	0.89	1.33	0.44	8.15
	Night	12	3	2	3	0	1.33	0.89	1.33	0.00		
	Evening	4	0	0	0	1	0.00	0.00	0.00	0.15		

C	27	Day	12	4	3	2	1	1.78	1.33	0.89	0.44	8.15
		Night	12	3	3	2	0	1.33	1.33	0.89	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.15	
A	28	Day	12	6	0	3	1	2.57	0.00	1.29	0.43	7.86
		Night	12	5	0	3	0	2.14	0.00	1.29	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.14	
B	28	Day	12	4	2	3	1	1.71	0.86	1.29	0.43	7.86
		Night	12	3	2	3	0	1.29	0.86	1.29	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.14	
C	28	Day	12	4	3	2	1	1.71	1.29	0.86	0.43	7.86
		Night	12	3	3	2	0	1.29	1.29	0.86	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.14	
A	29	Day	12	6	0	3	1	2.48	0.00	1.24	0.41	7.59
		Night	12	5	0	3	0	2.07	0.00	1.24	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.14	
B	29	Day	12	4	2	3	1	1.66	0.83	1.24	0.41	7.59
		Night	12	3	2	3	0	1.24	0.83	1.24	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.14	
C	29	Day	12	4	3	2	1	1.66	1.24	0.83	0.41	7.59
		Night	12	3	3	2	0	1.24	1.24	0.83	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.14	
A	30	Day	12	6	0	3	1	2.40	0.00	1.20	0.40	7.33
		Night	12	5	0	3	0	2.00	0.00	1.20	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
B	30	Day	12	4	2	3	1	1.60	0.80	1.20	0.40	7.33
		Night	12	3	2	3	0	1.20	0.80	1.20	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
C	30	Day	12	4	3	2	1	1.60	1.20	0.80	0.40	7.33
		Night	12	3	3	2	0	1.20	1.20	0.80	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
A	31	Day	12	7	0	3	1	2.71	0.00	1.16	0.39	7.87
		Night	12	6	0	3	0	2.32	0.00	1.16	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
B	31	Day	12	5	2	3	1	1.94	0.77	1.16	0.39	7.87
		Night	12	4	2	3	0	1.55	0.77	1.16	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
C	31	Day	12	5	3	2	1	1.94	1.16	0.77	0.39	7.87
		Night	12	4	3	2	0	1.55	1.16	0.77	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
D	31	Day	12	4	4	2	1	1.55	1.55	0.77	0.39	7.87
		Night	12	4	3	2	0	1.55	1.16	0.77	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
A	32	Day	12	7	0	4	1	2.63	0.00	1.50	0.38	8.38
		Night	12	6	0	4	0	2.25	0.00	1.50	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
B	32	Day	12	5	2	4	1	1.88	0.75	1.50	0.38	8.38
		Night	12	4	2	4	0	1.50	0.75	1.50	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
C	32	Day	12	5	3	3	1	1.88	1.13	1.13	0.38	8.38
		Night	12	4	3	3	0	1.50	1.13	1.13	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
D	32	Day	12	4	4	3	1	1.50	1.50	1.13	0.38	8.38
		Night	12	4	3	3	0	1.50	1.13	1.13	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.13	
		Day	12	7	0	4	1	2.55	0.00	1.45	0.36	

A	33	Night	12	6	0	4	0	2.18	0.00	1.45	0.00	8.12
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.12	
B	33	Day	12	5	2	4	1	1.82	0.73	1.45	0.36	8.12
		Night	12	4	2	4	0	1.45	0.73	1.45	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.12	
C	33	Day	12	5	3	3	1	1.82	1.09	1.09	0.36	8.12
		Night	12	4	3	3	0	1.45	1.09	1.09	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.12	
D	33	Day	12	4	4	3	1	1.45	1.45	1.09	0.36	8.12
		Night	12	4	3	3	0	1.45	1.09	1.09	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.12	
A	34	Day	12	7	0	4	1	2.47	0.00	1.41	0.35	7.88
		Night	12	6	0	4	0	2.12	0.00	1.41	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.12	
B	34	Day	12	5	2	4	1	1.76	0.71	1.41	0.35	7.88
		Night	12	4	2	4	0	1.41	0.71	1.41	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.12	
C	34	Day	12	5	3	3	1	1.76	1.06	1.06	0.35	7.88
		Night	12	4	3	3	0	1.41	1.06	1.06	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.12	
D	34	Day	12	4	4	3	1	1.41	1.41	1.06	0.35	7.88
		Night	12	4	3	3	0	1.41	1.06	1.06	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.12	
A	35	Day	12	7	0	4	1	2.40	0.00	1.37	0.34	7.66
		Night	12	6	0	4	0	2.06	0.00	1.37	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
B	35	Day	12	5	2	4	1	1.71	0.69	1.37	0.34	7.66
		Night	12	4	2	4	0	1.37	0.69	1.37	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
C	35	Day	12	5	3	3	1	1.71	1.03	1.03	0.34	7.66
		Night	12	4	3	3	0	1.37	1.03	1.03	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
D	35	Day	12	4	4	3	1	1.37	1.37	1.03	0.34	7.66
		Night	12	4	3	3	0	1.37	1.03	1.03	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
A	36	Day	12	8	0	4	1	2.67	0.00	1.33	0.33	7.78
		Night	12	6	0	4	0	2.00	0.00	1.33	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
B	36	Day	12	6	2	4	1	2.00	0.67	1.33	0.33	7.78
		Night	12	4	2	4	0	1.33	0.67	1.33	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
C	36	Day	12	4	4	4	1	1.33	1.33	1.33	0.33	7.78
		Night	12	4	2	4	0	1.33	0.67	1.33	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
D	36	Day	12	5	4	3	1	1.67	1.33	1.00	0.33	7.78
		Night	12	4	3	3	0	1.33	1.00	1.00	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
A	37	Day	12	8	0	4	1	2.59	0.00	1.30	0.32	7.89
		Night	12	7	0	4	0	2.27	0.00	1.30	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
B	37	Day	12	5	3	4	1	1.62	0.97	1.30	0.32	7.89
		Night	12	4	3	4	0	1.30	0.97	1.30	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
C	37	Day	12	5	4	3	1	1.62	1.30	0.97	0.32	7.89
		Night	12	4	4	3	0	1.30	1.30	0.97	0.00	

		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	7.89
D	37	Day	12	5	3	4	1	1.62	0.97	1.30	0.32	7.89
		Night	12	5	2	4	0	1.62	0.65	1.30	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
A	38	Day	12	8	0	4	1	2.53	0.00	1.26	0.32	7.68
		Night	12	7	0	4	0	2.21	0.00	1.26	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
B	38	Day	12	5	3	4	1	1.58	0.95	1.26	0.32	7.68
		Night	12	4	3	4	0	1.26	0.95	1.26	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
C	38	Day	12	5	4	3	1	1.58	1.26	0.95	0.32	7.68
		Night	12	4	4	3	0	1.26	1.26	0.95	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
D	38	Day	12	5	3	4	1	1.58	0.95	1.26	0.32	7.68
		Night	12	5	2	4	0	1.58	0.63	1.26	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.11	
A	39	Day	12	8	0	4	1	2.46	0.00	1.23	0.31	7.49
		Night	12	7	0	4	0	2.15	0.00	1.23	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.10	
B	39	Day	12	5	3	4	1	1.54	0.92	1.23	0.31	7.49
		Night	12	4	3	4	0	1.23	0.92	1.23	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.10	
C	39	Day	12	5	4	3	1	1.54	1.23	0.92	0.31	7.49
		Night	12	4	4	3	0	1.23	1.23	0.92	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.10	
D	39	Day	12	5	3	4	1	1.54	0.92	1.23	0.31	7.49
		Night	12	5	2	4	0	1.54	0.62	1.23	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.10	
A	40	Day	12	8	0	4	1	2.40	0.00	1.20	0.30	7.30
		Night	12	7	0	4	0	2.10	0.00	1.20	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.10	
B	40	Day	12	5	3	4	1	1.50	0.90	1.20	0.30	7.30
		Night	12	4	3	4	0	1.20	0.90	1.20	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.10	
C	40	Day	12	5	4	3	1	1.50	1.20	0.90	0.30	7.30
		Night	12	4	4	3	0	1.20	1.20	0.90	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.10	
D	40	Day	12	5	3	4	1	1.50	0.90	1.20	0.30	7.30
		Night	12	5	2	4	0	1.50	0.60	1.20	0.00	
		Evening	4	0	0	0	1	0.00	0.00	0.00	0.10	

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 UAP	Varied, included in staffing plan as UAP	Varied, included in staffing plan as UAP	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 specializes in post-surgical care, orthopedic care, medical telemetry, and medical management of complex and high acuity medical patients. This unit has the capability for 12 remote telemetry monitoring.

Telemetry is an essential aspect of a patient's care need when monitoring a patient's cardiac rhythms remotely is essential to the care that they may require. The Tele unit can provide cardiac intervention or other medical care should patient's vital signs change, worsen, or otherwise become unstable. RN:PT Ratios, 1:4-6 with every (4-8) hour interventions and requiring greater than 4 hours of direct nursing care in a 24-hour period.

- Skill mix

Description:

Varied additional certifications held by staff including ACLS, Chemo, CMSRN, ONC, CWON

- Level of experience of nursing and patient care staff

Description:

Varied experience levels balanced on both day and night shift.

- 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:

This unit supports 40 adult care beds located on the third floor.

Other

Description:

1:1 behavioral and medical sitter needs