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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
HUC	X		X	X
Clinical ANM/Charge RN	X		X	X
Respiratory Therapy	X		X	X
Discharge Coordinator	X			
Nurse Tech	X			
Opioid Use Disorder RN Nav	X			
Childbirth Educators	X			
Chaplain	X			
Social Work	X			

Unit Information

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

- Activity such as patient admissions, discharges, and transfers

Based on bed availability/acuity levels in NICU the Intermediate Nursery (ICN) will open with a minimum of 6 appropriate acuity patients. This requires a minimum of 2 RNs to staff on all shifts. Two HUCs are required for days once the ICN is open. NICU accepts transfers from all of Eastern WA and Northern ID.

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

NICU follows AWHONN standards of care for staffing needs/ratios. Intermediate care babies are 2-3:1 RN, Intensive care babies are 2:1 and babies requiring multisystem support or complex critical care are 1:1 ratio.

Skill mix

Advanced Skill Nurse (ALS) scheduled to be on the unit for each day and night shift. This role attends high-risk deliveries and can perform emergency newborn stabilization including intubation and emergency central line placement. Unit staffs (4) vent trained/level III skilled RNs per shift. Additionally, PICC trained RNs carry full assignments and manage line placement when needed.

Level of experience of nursing and patient care staff

Not all nurses are vent or level III trained due to years of experience.

Need for specialized or intensive equipment

NICU care provided is Level III, which included Volume Ventilation, High Frequency Oscillating Ventilation, Inhaled Nitric Oxide, and Total Body Cooling Protocol, as well as care down to 22 weeks gestation.

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

Open unit/bay layout, 11 bays including ICN.

Other