



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:		Deaconess Hospital									
Unit/ Clinic Type:		Orthopedic/neurology/ med tele unit									
Unit/ Clinic Address:		800 W. Fifth Ave, Spokane WA 99204									
Average Daily Census:		23					Maximum # of Beds:		30		
Effective as of:		1/1/2025									
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)
30	Day	12	5	2	3	0	2.00	0.80	1.20	0.00	7.60
	NOC	12	5	2	2	0	2.00	0.80	0.80	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
29	Day	12	5	2	3	0	2.07	0.83	1.24	0.00	7.86
	Noc	12	5	2	2	0	2.07	0.83	0.83	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
28	Day	12	5	2	3	0	2.14	0.86	1.29	0.00	8.14
	Noc	12	5	2	2	0	2.14	0.86	0.86	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
27	Day	12	5	2	3	0	2.22	0.89	1.33	0.00	
	Noc	12	5	2	2	0	2.22	0.89	0.89	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	8.44
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
26	Day	12	4	2	3	0	1.85	0.92	1.38	0.00	8.31
	Noc	12	5	2	2	0	2.31	0.92	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
25	Day	12	4	2	3	0	1.92	0.96	1.44	0.00	8.16
	Noc	12	4	2	2	0	1.92	0.96	0.96	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
24	Day	12	4	2	3	0	2.00	1.00	1.50	0.00	8.50
	Noc	12	4	2	2	0	2.00	1.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
23	Day	12	4	2	3	0	2.09	1.04	1.57	0.00	8.87
	Noc	12	4	2	2	0	2.09	1.04	1.04	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
22	Day	12	4	2	3	0	2.18	1.09	1.64	0.00	9.27
	Noc	12	4	2	2	0	2.18	1.09	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
21	Day	12	3	2	3	0	1.71	1.14	1.71	0.00	
	Noc	12	3	2	2	0	1.71	1.14	1.14	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	9.60
14	Day	12	2	2	2	0	1.71	1.71	1.71	0.00	10.29
	Noc	12	2	2	2	0	1.71	1.71	1.71	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
13	Day	12	2	1	2	0	1.85	0.92	1.85	0.00	9.23
	Noc	12	2	1	2	0	1.85	0.92	1.85	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
12	Day	12	2	1	1	0	2.00	1.00	1.00	0.00	8.00
	Noc	12	2	1	1	0	2.00	1.00	1.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
11	Day	12	2	1	1	0	2.18	1.09	1.09	0.00	8.73
	Noc	12	2	1	1	0	2.18	1.09	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
10	Day	12	1	1	1	0	1.20	1.20	1.20	0.00	7.20
	Noc	12	1	1	1	0	1.20	1.20	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
9	Day	12	1	1	1	0	1.33	1.33	1.33	0.00	8.00
	Noc	12	1	1	1	0	1.33	1.33	1.33	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day	12	1	1	1	0	0.40	0.40	0.40	0.00	

8	Noc	12	1	1	1	0	0.40	0.40	0.40	0.00	2.40
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
7	Day	12	1	1	0	0	1.71	1.71	0.00	0.00	6.86
	Noc	12	1	1	0	0	1.71	1.71	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
6	Day	12	1	1	0	0	2.00	2.00	0.00	0.00	8.00
	Noc	12	1	1	0	0	2.00	2.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
5	Day	12	0	1	0	0	0.00	0.40	0.00	0.00	0.80
	Noc	12	0	1	0	0	0.00	0.40	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
4	Day	12	0	1	0	0	0.00	3.00	0.00	0.00	6.00
	Noc	12	0	1	0	0	0.00	3.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
3	Day	12	0	1	0	0	0.00	4.00	0.00	0.00	8.00
	Noc	12	0	1	0	0	0.00	4.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day	12	0	1	0	0	0.00	6.00	0.00	0.00	
	Noc	12	0	1	0	0	0.00	6.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Manager	x			
Flex nurse	x	x		
Clinical assistant nurse manager	x	x	x	x
charge nurse	x	x	x	x
HUC	x	x		x
Preceptors	x	x	x	x
Orientees	x	x	x	x
Physical therapists	x	x		x
Occupational Therapists	x	x		x
Speech Therapists	x	x		x
IV therapy	x			
Respiratory therapy	x	x	x	x
Spiratual care	x			
ACLS transport RN	x	x	x	x
Nurse Tech	x	x	x	x
Virtual nurse	x	x	x	x
Rapid response nurse	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:

Throuout the week this unit admits post op patients for scheduled procedures and those from the emergency department requiring telemetry who don't meet criteria for the PCU. Because of the specialty population, we transfer multiple patients off to both higher and lower levels of care on all shifts to assist in getting patients in the right level of care. Our surgical population consists of ortho & spine surgeries. We have stroke patients, EEG patients and medical telemetry.

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

Description:

We commonly see patients with acute strokes, seizure patients, patients with telemetry monitoring due to acute or worsening illness, post op surgical patients requiring frequent mobilization and pain intervention. Most of our population recieves vital signs every 4 hrs, frequent mobilization, pain intervention, neuro checks, cardiac rhythm interpretation, frequent medical interventions. Due to the increased acuity since the telemetry guidlines were implemented, we have asked to staff a flex/resource nurse from 09-2130 7 days a week. This nurse will assist with throughput and more importantly, assist with the more acute patients to help the novice staff learn skills to recognize deterioration. They will also partner with the charge nurse and the RR nurse to round on and closly communicate the status of patients and ultimately try and decrease emergent/urgent patient transfers from our unit

from our unit.

Skill mix

Description:

RN, LPN, NAC, W/ occasional NT & NAR

Level of experience of nursing and patient care staff

Description:

RN staff with 0 - 16 years of nursing experience. median = 5 years; however night median is = 3 years
LPN Staff with 2 - 18 years of experience (however 0 - 3 years hospital experience)
NAC staff with 0 - 30 years

Need for specialized or intensive equipment

Description:

EEG, telemetry monitoring, Pupillometry, traction, CPM, BiPAP, plasma pheresis, Heated hi flow,

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

Description:

9th floor of Deaconess Tower, 28 patient rooms with 30 beds. 4 nurse stations, 2 staff break rooms, 2 medication rooms, 1 patient family lounge, 1 nutrition room, 1 provider dictation room, 1 therapy gym, 1 equipment room, 1 supply room.

Other

Description:

Inpatient ADC = 24. + outpatients. ANA guidelines state general MS patients ratio = 5:1, Tele, EEG and stroke = 4:1 when the unit is full the staffing proposal includes 2 groups of 8:2 (RN, LPN and 8 patients) 1 RN in a 4:1 and 2 RN's in 5:1. We also have incorporated a flex, and 3 CNAs on day shift (1 as a patient care nac to focus on bathing, oral care, mobility and room cleanliness). The night will have a flex until 2130, and 2 CNAs. The breaks will be given on days by the nurse partner for those in an 8:2 and by the flex for those in a primary nurse assignment. The CNAs will break each other. For the night shift the staff rotates through taking breaks; to relieve each other.