



DOH 346-154

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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:	MB Complex Pediatric Clinic					
Unit/ Clinic Type:	Ambulatory					
Unit/ Clinic Address:	311 S L St., Tacoma, WA, 98405					
Effective as of:	1/1/25					
Day of the week						
Day of the week	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
	Monday	8	1	0	0	1
	Tuesday	8	1	0	0	1
	Wednesday	8	1	0	0	1
	Thursday	8	1	0	0	1
	Friday	8	1	0	0	1



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MB Complex Pediatric Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physician	X			
Medical Receptionist	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

Description:

The Complex Primary Care clinic provides primary care for medically complex pediatric patients. The staff serves as the medical home providing routine well-child exams and acute visits.

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

Description:

This patient population is medically complex with a variety of risk factors that include but are not limited to seizures, chronic lung disease, global developmental delays, dysphagia, tube feedings, and ventilator dependence. Risk factors exist on a patient-by-patient basis and are considered as part of treatment plan.

Care provided: Preventative Health Visits (well-child exams), Telehealth Visits, Nurse-Only Visit (for immunizations), Follow-Up Exams (every 4-6 months), Acute Visits, Consultative Care Plan Visit

Skill mix

Description:

In accordance with regulatory requirements, all staff participate in orientation and ongoing educational programs. Demonstration of competency in job performance is defined by job descriptions, position specific skills evaluations, and competency assessments to determine actual or real-life knowledge and skill in the work setting. Competency based practice integrates knowledge, skill, and behaviors to maintain a consistent standard of practice. The Position Specific Skills Checklist is kept in the employee's personnel folder. Annual Mandatory Education (AME) and required recertification is tracked in the Learning Management System. All staff are BLS Certified and the RNs are PEARS certified.

Level of experience of nursing and patient care staff

Description:

RN: Bachelor's degree in Nursing, or obtained within three (3) years from the initial date of hire
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)
Current BLS Certification and PEARS required

MA: Medical Assistant Certification, RQI/BLS

Need for specialized or intensive equipment

Description:

Hoyer lift for safe patient transfer

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

Description:

7 shared standard exam rooms (routine exams, immunizations, IM antibiotic injection, wart removal, ear cleaning, and care plan consulting), 1 complex care exam room (larger in size than the standard exam rooms to accommodate complex patients with wheelchairs, equipment, or gurneys, etc.), reception area (check in/checkout services), waiting room (provides up to 13 seats for patients and family), clean supply room (medical supplies and clean linen storage), med room (vaccine refrigerator and freezer, medications), Soiled linen/POCT room (soiled linen, point of care tests)

Other

Description: