



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.

<b>Unit/ Clinic Name:</b>		<b>Mary Bridge Emergency Department</b>									
<b>Unit/ Clinic Type:</b>		<b>Emergency Department and Trauma Center</b>									
<b>Unit/ Clinic Address:</b>		<b>317 MLK Jr Way, Tacoma, WA. 98405</b>									
<b>Average Daily Census:</b>		<b>160</b>				<b>Maximum # of Beds:</b>			<b>36</b>		
<b>Effective as of:</b>		<b>1-Jan-25</b>									
<b># of Visits</b>											
# of Visits	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)
50	(7am-9am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(9am-11am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(11am-1pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(1pm-3pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(3pm-7pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(7pm-9pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	

	(9pm-11pm)	12	4	0	0	1	0.96	0.00	0.00	0.24	12.00
	(11pm-1am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(1am-3am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
	(3am-7am)	12	4	0	0	1	0.96	0.00	0.00	0.24	
60	(7am-9am)	12	4	0	0	1	0.80	0.00	0.00	0.20	11.00
	(9am-11am)	12	4	0	0	1	0.80	0.00	0.00	0.20	
	(11am-1pm)	12	4	0	0	1	0.80	0.00	0.00	0.20	
	(1pm-3pm)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(3pm-7pm)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(7pm-9pm)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(9pm-11pm)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(11pm-1am)	12	5	0	0	1	1.00	0.00	0.00	0.20	
	(1am-3am)	12	4	0	0	1	0.80	0.00	0.00	0.20	
	(3am-7am)	12	4	0	0	1	0.80	0.00	0.00	0.20	
70	(7am-9am)	12	5	0	0	1	0.86	0.00	0.00	0.17	12.00
	(9am-11am)	12	5	0	0	1	0.86	0.00	0.00	0.17	
	(11am-1pm)	12	5	0	0	1	0.86	0.00	0.00	0.17	
	(1pm-3pm)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(3pm-7pm)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(7pm-9pm)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(9pm-11pm)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(11pm-1am)	12	6	0	0	2	1.03	0.00	0.00	0.34	
	(1am-3am)	12	5	0	0	1	0.86	0.00	0.00	0.17	
	(3am-7am)	12	5	0	0	1	0.86	0.00	0.00	0.17	
80	(7am-9am)	12	5	0	0	1	0.75	0.00	0.00	0.15	12.00
	(9am-11am)	12	5	0	0	1	0.75	0.00	0.00	0.15	
	(11am-1pm)	12	6	0	0	1	0.90	0.00	0.00	0.15	
	(1pm-3pm)	12	7	0	0	2	1.05	0.00	0.00	0.30	
	(3pm-7pm)	12	7	0	0	2	1.05	0.00	0.00	0.30	
	(7pm-9pm)	12	7	0	0	2	1.05	0.00	0.00	0.30	
	(9pm-11pm)	12	7	0	0	2	1.05	0.00	0.00	0.30	
	(11pm-1am)	12	6	0	0	2	0.90	0.00	0.00	0.30	

	(1am-3am)	12	5	0	0	1	0.75	0.00	0.00	0.15	11.25
	(3am-7am)	12	5	0	0	1	0.75	0.00	0.00	0.15	
90	(7am-9am)	12	5	0	0	1	0.67	0.00	0.00	0.13	10.00
	(9am-11am)	12	5	0	0	1	0.67	0.00	0.00	0.13	
	(11am-1pm)	12	6	0	0	1	0.80	0.00	0.00	0.13	
	(1pm-3pm)	12	7	0	0	2	0.93	0.00	0.00	0.27	
	(3pm-7pm)	12	7	0	0	2	0.93	0.00	0.00	0.27	
	(7pm-9pm)	12	7	0	0	2	0.93	0.00	0.00	0.27	
	(9pm-11pm)	12	7	0	0	2	0.93	0.00	0.00	0.27	
	(11pm-1am)	12	6	0	0	2	0.80	0.00	0.00	0.27	
	(1am-3am)	12	5	0	0	1	0.67	0.00	0.00	0.13	
	(3am-7am)	12	5	0	0	1	0.67	0.00	0.00	0.13	
100	(7am-9am)	12	5	0	0	1	0.60	0.00	0.00	0.12	10.20
	(9am-11am)	12	5	0	0	1	0.60	0.00	0.00	0.12	
	(11am-1pm)	12	7	0	0	1	0.84	0.00	0.00	0.12	
	(1pm-3pm)	12	9	0	0	2	1.08	0.00	0.00	0.24	
	(3pm-7pm)	12	9	0	0	2	1.08	0.00	0.00	0.24	
	(7pm-9pm)	12	9	0	0	2	1.08	0.00	0.00	0.24	
	(9pm-11pm)	12	9	0	0	2	1.08	0.00	0.00	0.24	
	(11pm-1am)	12	7	0	0	2	0.84	0.00	0.00	0.24	
	(1am-3am)	12	5	0	0	1	0.60	0.00	0.00	0.12	
	(3am-7am)	12	5	0	0	1	0.60	0.00	0.00	0.12	
120	(7am-9am)	12	5	0	0	1	0.50	0.00	0.00	0.10	10.20
	(9am-11am)	12	6	0	0	1	0.60	0.00	0.00	0.10	
	(11am-1pm)	12	8	0	0	2	0.80	0.00	0.00	0.20	
	(1pm-3pm)	12	10	0	0	2	1.00	0.00	0.00	0.20	
	(3pm-7pm)	12	12	0	0	3	1.20	0.00	0.00	0.30	
	(7pm-9pm)	12	12	0	0	3	1.20	0.00	0.00	0.30	
	(9pm-11pm)	12	11	0	0	2	1.10	0.00	0.00	0.20	
	(11pm-1am)	12	9	0	0	1	0.90	0.00	0.00	0.10	
	(1am-3am)	12	7	0	0	1	0.70	0.00	0.00	0.10	
	(3am-7am)	12	5	0	0	1	0.50	0.00	0.00	0.10	

130	(7am-9am)	12	6	0	0	1	0.55	0.00	0.00	0.09	11.54
	(9am-11am)	12	7	0	0	1	0.65	0.00	0.00	0.09	
	(11am-1pm)	12	9	0	0	2	0.83	0.00	0.00	0.18	
	(1pm-3pm)	12	11	0	0	2	1.02	0.00	0.00	0.18	
	(3pm-7pm)	12	13	0	0	3	1.20	0.00	0.00	0.28	
	(7pm-9pm)	12	14	0	0	4	1.29	0.00	0.00	0.37	
	(9pm-11pm)	12	13	0	0	4	1.20	0.00	0.00	0.37	
	(11pm-1am)	12	11	0	0	3	1.02	0.00	0.00	0.28	
	(1am-3am)	12	9	0	0	3	0.83	0.00	0.00	0.28	
	(3am-7am)	12	7	0	0	2	0.65	0.00	0.00	0.18	
140	(7am-9am)	12	7	0	0	2	0.60	0.00	0.00	#REF!	#REF!
	(9am-11am)	12	8	0	0	2	0.69	0.00	0.00	#REF!	
	(11am-1pm)	12	10	0	0	2	0.86	0.00	0.00	#REF!	
	(1pm-3pm)	12	12	0	0	2	1.03	0.00	0.00	#REF!	
	(3pm-7pm)	12	14	0	0	3	1.20	0.00	0.00	#REF!	
	(7pm-9pm)	12	14	0	0	3	1.20	0.00	0.00	#REF!	
	(9pm-11pm)	12	13	0	0	3	1.11	0.00	0.00	#REF!	
	(11pm-1am)	12	11	0	0	3	0.94	0.00	0.00	#REF!	
	(1am-3am)	12	9	0	0	3	0.77	0.00	0.00	#REF!	
	(3am-7am)	12	7	0	0	2	0.60	0.00	0.00	#REF!	
150	(7am-9am)	12	7	0	0	2	0.56	0.00	0.00	0.16	10.80
	(9am-11am)	12	9	0	0	2	0.72	0.00	0.00	0.16	
	(11am-1pm)	12	11	0	0	2	0.88	0.00	0.00	0.16	
	(1pm-3pm)	12	13	0	0	2	1.04	0.00	0.00	0.16	
	(3pm-7pm)	12	15	0	0	3	1.20	0.00	0.00	0.24	
	(7pm-9pm)	12	15	0	0	3	1.20	0.00	0.00	0.24	
	(9pm-11pm)	12	13	0	0	3	1.04	0.00	0.00	0.24	
	(11pm-1am)	12	11	0	0	3	0.88	0.00	0.00	0.24	
	(1am-3am)	12	9	0	0	3	0.72	0.00	0.00	0.24	
	(3am-7am)	12	7	0	0	2	0.56	0.00	0.00	0.16	
	(7am-9am)	12	7	0	0	2	0.53	0.00	0.00	0.15	
	(9am-11am)	12	9	0	0	2	0.68	0.00	0.00	0.15	

160	(11am-1pm)	12	12	0	0	3	0.90	0.00	0.00	0.23	10.58
	(1pm-3pm)	12	14	0	0	3	1.05	0.00	0.00	0.23	
	(3pm-7pm)	12	16	0	0	4	1.20	0.00	0.00	0.30	
	(7pm-9pm)	12	16	0	0	4	1.20	0.00	0.00	0.30	
	(9pm-11pm)	12	14	0	0	0	1.05	0.00	0.00	0.00	
	(11pm-1am)	12	11	0	0	3	0.83	0.00	0.00	0.23	
	(1am-3am)	12	9	0	0	3	0.68	0.00	0.00	0.23	
	(3am-7am)	12	7	0	0	2	0.53	0.00	0.00	0.15	
170	(7am-9am)	12	8	0	0	2	0.56	0.00	0.00	0.14	10.80
	(9am-11am)	12	10	0	0	0	0.71	0.00	0.00	0.00	
	(11am-1pm)	12	13	0	0	3	0.92	0.00	0.00	0.21	
	(1pm-3pm)	12	15	0	0	3	1.06	0.00	0.00	0.21	
	(3pm-7pm)	12	17	0	0	4	1.20	0.00	0.00	0.28	
	(7pm-9pm)	12	17	0	0	4	1.20	0.00	0.00	0.28	
	(9pm-11pm)	12	15	0	0	4	1.06	0.00	0.00	0.28	
	(11pm-1am)	12	12	0	0	3	0.85	0.00	0.00	0.21	
	(1am-3am)	12	10	0	0	3	0.71	0.00	0.00	0.21	
	(3am-7am)	12	8	0	0	2	0.56	0.00	0.00	0.14	
180	(7am-9am)	12	8	0	0	2	0.53	0.00	0.00	0.13	11.00
	(9am-11am)	12	10	0	0	2	0.67	0.00	0.00	0.13	
	(11am-1pm)	12	13	0	0	3	0.87	0.00	0.00	0.20	
	(1pm-3pm)	12	16	0	0	3	1.07	0.00	0.00	0.20	
	(3pm-7pm)	12	18	0	0	4	1.20	0.00	0.00	0.27	
	(7pm-9pm)	12	18	0	0	5	1.20	0.00	0.00	0.33	
	(9pm-11pm)	12	16	0	0	5	1.07	0.00	0.00	0.33	
	(11pm-1am)	12	13	0	0	4	0.87	0.00	0.00	0.27	
	(1am-3am)	12	10	0	0	4	0.67	0.00	0.00	0.27	
	(3am-7am)	12	8	0	0	3	0.53	0.00	0.00	0.20	
	(7am-9am)	12	8	0	0	2	0.51	0.00	0.00	0.13	
	(9am-11am)	12	11	0	0	2	0.69	0.00	0.00	0.13	
	(11am-1pm)	12	15	0	0	3	0.95	0.00	0.00	0.19	
	(1pm-3pm)	12	17	0	0	3	1.07	0.00	0.00	0.19	





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MB Emergency Department

**Unit Information**

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
LPN		X		
PCT	X	X	X	X
Provider	X	X	X	X
PAT	X	X	X	X
EVS	X	X	X	X
Child Life	X	X		X
Social Work	X	X		X
Security	X	X		X
Respiratory Therapy	X	X		X
Pharmacist		X		X
Chaplain	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 Mary Bridge Emergency department is staffed with clinical RN's and supportive staff who are responsible for patient admission, discharges, and transfers in their patient assignment following the EMTALA federal law.

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

Description:

The MB Emergency department core staffing as called out in the staffing matrix covers the average daily census. The core staffing number changes as our daily census increases or decreases based on the fluctuation of needs in the community. The MB Emergency department core staffing model is based on the budgeted average daily census and staffing levels are staggered to mirror the patient arrival trends and average patient length of stay. The RN and direct care tech support staff hours are flexed up and/or down based on the patient census and acuity. Staffing levels are increased on selected shifts, days, and /or time periods, based on historical data trends and current need.

- Skill mix

Description:

In house Pediatric Emergency Medicine providers and other licensed independent practitioners provide 24 hour medical care. All MB emergency department Clinical Assistant Nurse Managers, RN's and LPN's are required to have pediatric advanced lifesupport certification within 90 days of employment and Trauma nurse core curriculum course within 1 year after completing orientation. Additional patient hands on support staff may include Emergency Services technician and/or patient care technicians.

- Level of experience of nursing and patient care staff

Description:

Active Registered Nurse License in Washington State or multi-state licensure endorsement.  
BLS certification , PALS within 90 days of hire, and TNCC after 1 year of working in the pediatric emergency department.

- Need for specialized or intensive equipment

Description:

None

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

Description:

Mary Bridge Emergency Department is a 36 bed Joint Commission accredited Pediatric Emergency Department. The 36 beds are comprised of 30 general treatment rooms, 2 resuscitation rooms, and 4 Rapid treatment beds. Mary Bridge Emergency Department is the Washington State designated Pediatric Level 2 Trauma Center for Southwest Washington. The Emergency department has 6 nursing stations, 3 medication preparation areas, and 3 store rooms for equipment supplies.

- Other

Description: