



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 Palliative Care Clinic					
Unit/ Clinic Type:	Ambulatory					
Unit/ Clinic Address:	316 Martin Luther King Jr. Way, 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 Palliative Care Clinic Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physician	X			
Social Worker	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:
0-18 years of age served. Occasionally a young adult may be scheduled if that patient is followed in the Mary Bridge Specialty Clinics for a childhood diagnosis requiring specialists who are available here.

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

Description:
Palliative Care clinic sees seriously ill children and their families/caregivers for support through medical decision making, care team collaboration, goals of care, and improving quality of life. This service is consultative only and does not include medication administration, point of care testing, or medical procedures.

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 required

Need for specialized or intensive equipment

Description: N/A

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

Description:

Consult room, physician office, staff workroom (RN care manager and social worker)

Other

Description: