



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.

<b>Unit/ Clinic Name:</b>	<b>Pediatric Endocrine Clinic</b>					
<b>Unit/ Clinic Type:</b>	<b>Ambulatory</b>					
<b>Unit/ Clinic Address:</b>	<b>311 S L St., Tacoma, WA, 98405</b>					
<b>Effective as of:</b>	<b>1/1/25</b>					
<b>Day of the week</b>						
Please select metric type	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	0
	Tuesday	8	1	0	0	0
	Wednesday	8	1	0	0	0
	Thursday	8	1	0	0	0
	Friday	8	1	0	0	0



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**MB Endocrine Clinic Information**

**Additional Care Team Members**

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Medical Receptionist (Shared)	X			
Child Life On-call (Shared)	X			
Social Worker (Shared)	X			
Physician/APP	X			
Registered Dieticians (Shared)	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 Endocrine/Diabetes Program provides a comprehensive approach to the assessment, diagnosis and management of children with endocrine or metabolic disorders. Education for the newly diagnosed patient with diabetes as well as ongoing education related to diabetes is coordinated by pediatric diabetes educators.

Education and case coordination of children with a variety of other endocrine diseases most commonly, but not limited to: the pituitary, thyroid, adrenal and gonadal glands

Minimum staffing applies when clinic is open and seeing patients.

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

Description: Some of the common diagnosis include but are not limited to the following endocrine disorders or concerns:

Adrenal gland, parathyroid gland, pituitary gland and thyroid gland disorders such as hypothyroidism, hyperthyroidism, panhypopituitarism, diabetes insipidus and thyroid cancer

Delayed or advanced growth to include short stature and growth hormone deficiency and weight loss

Gender health and transgender care

Bone mineralization and metabolic disorders such as neonatal hypocalcemia and osteoporosis

Glucose Metabolism disorders such as:

Type 1 diabetes

Type 2 diabetes

Pre-diabetes

Hypoglycemia, including neonatal hypglycemia

Puberty disorders and disorders of sexual development such as delayed puberty, precocious puberty, testicular and ovarian disease

Syndromes such as Klinefelter's syndrome and Turner's syndrome

Skill Mix Description: In accordance with regulatory requirements, all staff will 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 Workday learning system.

**Level of experience of nursing and patient care staff**

Description: Description: RN: Bachelor's degree in Nursing, or obtained within five (5) years from the initial date of hire; RN with 15+ years of service may be considered in lieu of education agreement  
Advanced degree in Nursing (MSN, PhD, DNP, ARNP) preferred  
Registered Nurse license (RN) in Washington State or multi-state licensure endorsement (MSL)  
Current BLS Certification and PEARS required  
Certification in specialty area preferred  
One (1) year of experience in acute care setting preferred

**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: Exam rooms

**Other**

Description: