



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 Respiratory 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>						
<b>Day of the week</b>	<b>Day of the week</b>	<b>Shift Length in Hours</b>	<b>Min # of RN's</b>	<b>Min # of LPN's</b>	<b>Min # of CNA's</b>	<b>Min # of UAP's</b>
	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 Respiratory Clinic Information**

**Additional Care Team Members**

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Physician/APP	X			
Medical Receptionist (Shared)	X			
RT	X			
Registered Dietician (Shared)	X			
Call Center (Shared)	X			
Social Worker (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 Respiratory clinic provides sub-specialty care in pediatric respiratory diseases, and respiratory related sleep disorders. The staff conducts and/or interprets a range of procedures to include, but not limited to skin testing for hypersensitivity, pulmonary function testing, rhinolaryngoscopy, bronchoscopy, multiple radiographic and laboratory evaluations, and sleep studies. Patients 0-18 years of age are 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.

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: Common Diagnosis include allergic rhinitis, sleep disorders, immunodeficiencies, Cystic Fibrosis, chronic lung disease and asthma. The Respiratory Clinic manages bronchopulmonary dysplasia, asthma, chronic cough, chronic respiratory diseases including airway abnormalities, oxygen dependency and children requiring tracheostomy tubes and mechanical ventilation.

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 Workday Learning System. All staff are BLS Certified and the RNs and RTs are PEARS certified.

Level of experience of nursing and patient care staff

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: Nebulizers, Spirometry, Allergy testing, oximetry.

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: