



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>Tacoma General Hospital Emergency Department</b>						
<b>Unit/ Clinic Type:</b>	<b>Emergency Department</b>						
<b>Unit/ Clinic Address:</b>	<b>315 Marting Luther King Way Tacoma, WA 98405</b>						
<b>Effective as of:</b>	<b>12/2/2024</b>						
<b>Day of the week</b>							
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	
Monday	Day	12	11	0	3	4	
	Mid	12	5	0	1	1	
	Eve	12	10	0	3	3	

Tuesday	Day	12	11	0	3	4
	Mid	12	5	0	1	1
	Eve	12	10	0	3	3
Wednesday	Day	12	11	0	3	4
	Mid	12	5	0	1	1
	Eve	12	10	0	3	3
Thursday	Day	12	11	0	3	4
	Mid	12	5	0	1	1
	Eve	12	10	0	3	3





## 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 emergency department averages a daily census of 150 patients and 20% daily admission rate. Contributing to an average 28 transitional patients holding daily in the ED.

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

Description:

Tacoma General Emergency Department is a Level II trauma center that provides comprehensive care to a diverse patient population with varying levels of acuity. We dynamically adjust our staffing to meet the specific care needs of the patient. Additionally, consideration is given to inpatient holding that contributes to increased census resulting in staffing changes as needed.

Skill mix

Description:

The emergency department employs skilled emergency trained staff to care for emergency patients. As needed inpatient resources are utilized to treat transitional patients to ensure comprehensive care. Staffing for inpatient holds is determined by minimum requirements to meet level of patient care needs.

Level of experience of nursing and patient care staff

Description:

Need for specialized or intensive equipment

Description:

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

Description:

The emergency department has 43 care spaces dedicated to treating patients seeking emergency care. The emergency department has a 21 bed care space that co-horts transitional patients awaiting bed placement. This co-hort space utilize the expertise of inpatient resources to optimize patient care and safety.

- Other

Description: