



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.

Unit/ Clinic Name:		Tacoma General Hospital									
Unit/ Clinic Type:		Nuero Trauma ICU/PCU									
Unit/ Clinic Address:		315 Martin Luther king Jr. Way, Tacoma, WA 98415									
Average Daily Census:		35					Maximum # of Beds:		39		
Effective as of:		12/2/2024									
Census											
Census	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)
39	0700-1930	12	21	0	3	0	6.46	0.00	0.92	0.00	
	1900-0730	12	21	0	3	0	6.46	0.00	0.92	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

32	0700-1930	12	16	0	3	0	6.00	0.00	1.13	0.00	14.25
	1900-0730	12	16	0	3	0	6.00	0.00	1.13	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
31	0700-1930	12	16	0	3	0	6.19	0.00	1.16	0.00	14.71
	1900-0730	12	16	0	3	0	6.19	0.00	1.16	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
30	0700-1930	12	15	0	3	0	6.00	0.00	1.20	0.00	14.40
	1900-0730	12	15	0	3	0	6.00	0.00	1.20	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
		0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
NAR to NAC	X	X	X	X
RN Fellow	X	X	X	X
RN Resident	X	X	X	X
Respiratory therapy	X	X	X	X
Social work	X			X
Care Management	X			X
Physical Therapy	X	X		X
Occupational Therapy	X	X		X
Speech Therapy	X	X		X
Pharmacist critical care	X	X		
VAT	X	X		
Critical Care Transport	X	X	X	X
Transport RN	X	X	X	X
Discharge RN	X			
STAT Nurse	X			
Charge Nurse	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:

Staffing plan is adjusted based on patient census which is directly affected by admission, discharge, and transfers. This can fluctuate frequently and significantly during the shift.

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

Description:

Nursing care is provided for unstable adult medical, surgical, neuro, and trauma patients. The ICU supports a Level II Trauma system and Comprehensive Stroke Program. Most of the patient population consists of the following:

- Neuro – SAH, SDH, Acute Stroke, TPA, Seizure
- Trauma – Ortho, Spine, Thoracic
- Sepsis
- DKA
- Drug overdose
- Suicide Ideation

Skill mix

Description:

The condition of the critically ill patient can rapidly change, the charge nurse or nursing leadership will make immediate adjustments to support acuity. Relying on staffing ratios alone can ignore the variance in patient needs and acuity.

ICU care is provided to patients following the American Association of Critical Care Nurses (AACN) Scope & Standards for Acute and Critical Care Nursing Practice.

ICU care is provided to patients following the American Society of Peri-Anesthesia Nurses (ASPAN) to support the immediate care of urgent post surgical patients.

Level of experience of nursing and patient care staff

Description:

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Need for specialized or intensive equipment

Description:

Patient care requiring the use of specialized equipment including (but not limited to) Continuous Renal Replacement Therapy, Targeted Temperature Management, and Rapid Transfusions (mass transfusion protocol) can rapidly change the acuity of the unit and may require additional RNs for patient care.

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

Description:

- Other

Description: