



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:	Tacoma General Operating Room					
Unit/ Clinic Type:	Operating Room					
Unit/ Clinic Address:	315 Martin Luther King Jr Way. Tacoma WA 98405					
Effective as of:	2-Dec-24					
Day of the week						
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
Sunday	Day	12	7	0	0	0
	Day	10	0	0	0	0
	Night	12	3	0	0	0
	Night	10	0	0	0	0
	Day	8	1	0	0	0

Monday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	1	0	0	0
	Evening	10	2	0	0	0
	Evening	12	2	0	0	0
	Night	8	1	0	0	0
	Night	10	0	0	0	0
	Night	12	2	0	0	0
Tuesday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	1	0	0	0
	Evening	10	2	0	0	0
	Evening	12	2	0	0	3
	Night	8	1	0	0	0
	Night	10	0	0	0	0
	Night	12	2	0	0	0
Wednesday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	2	0	0	0
	Evening	10	1	0	0	0
	Evening	12	3	0	0	0
	Night	8	1	0	0	0
	Night	10	0	0	0	0

	Night	12	2	0	0	0
Thursday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	1	0	0	0
	Evening	10	2	0	0	0
	Evening	12	3	0	0	0
	Night	8	1	0	0	0
	Night	10	0	0	0	0
	Night	12	2	0	0	0
Friday	Day	8	18	0	0	0
	Day	10	14	0	0	0
	Day	12	10	0	0	0
	Evening	8	1	0	0	0
	Evening	10	1	0	0	0
	Evening	12	2	0	0	0
	Night	8	1	0	0	0
	Night	10	0	0	0	0
	Night	12	2	0	0	0
Saturday	Day	8	1	0	0	0
	Day	10	0	0	0	0
	Day	12	7	0	0	0
	Night	10	0	0	0	0
	Night	12	3	0	0	0

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:

Considered number of rooms required to be staffed - then utilized operating room scheduled block matrix to determine amount of staffing required as day progresses. Operating room staff does not admit nor discharge patients. They only transfer in patients from other locations within the hospital. We staff our operating room nurses and surgical technologists per AORN guidelines. No operating room nurse may care for multiple patients at any time. To maintain WAC guidelines regarding trauma services, on all shifts, a trauma nurse must be available for surgery within 20 minutes of declaration they are needing an operating, which means on all shifts, we must provide unincumbered staffing in the event a patient needs emergency surgery. On all nights and weekends, all staffed shift work is supplemented by call teams if increased emergent procedures arise.

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

Description:

Certain procedures require increased staffing. The numbers provided do not include specialty procedures that require additional circulating nurses or surgical technicians. These procedures may include but are not limited to cardiac procedures, GYN procedures requiring additional scrubbed personnel and specialty neurosurgery procedures. We would need to flex to add additional staffed based on how the surgical schedule is built. As outlined above, night shift staffing is determined by urgent and emergent procedures with an additional team available to provide trauma coverage.

Skill mix

Description:

As referenced in AORN (association of operating room nurses) the skill mix is 60% RNs and 40% surgical technicians. A number (constantly in flux) of RNs possess the ability to scrub into surgical procedures. We mirror those ratios in our OR.

Level of experience of nursing and patient care staff

Description:

Need for specialized or intensive equipment

Description:

As the complexity of procedures increases, the technology required for each surgery also increases. Certain equipment requires an unincumbered RN to run these machines - certain neurosurgery, sinus procedures and urological procedures to name a few. This is also a requirement for certain scrubbed personnel during intensive GYN procedures. We would need to flex up on staffing based on these procedures - there is unpredictability of when these procedures would be scheduled.

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

Description:

We staff 3 different locations all within the Tacoma General Hospital - one of which is a free standing Ambulatory surgery space. While it is only 3 operating rooms, it needs to be staffed with a separate charge nurse since it is freestanding. It also requires additional support staff to accomodate lab runs, equipment needs, etc since all specimens/labs/equipment is within the main hospital.

- Other

Description: