



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.

<b>Unit/ Clinic Name:</b>		<b>Tacoma General Hospital Campus Pulse Cardiovascular ICU</b>									
<b>Unit/ Clinic Type:</b>		<b>Inpatient Critical Care Unit Unit LOC</b>									
<b>Unit/ Clinic Address:</b>		<b>315 Martin Luther King Jr Blvd, 8th Floor Philips Tower, Tacoma WA 98405</b>									
<b>Average Daily Census:</b>		<b>13</b>				<b>Maximum # of Beds:</b>			<b>13</b>		
<b>Effective as of:</b>		<b>2-Dec-24</b>									
<b>Census</b>											
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)
13	DAY	12	7	0	1	0	6.46	0.00	0.92	0.00	
	NOC	12	7	0	1	0	6.46	0.00	0.92	0.00	
	0	0	0	0	0	0	0.00	0.00	0.00	0.00	
	0	0	0	0	0	0	0.00	0.00	0.00	0.00	
	0	0	0	0	0	0	0.00	0.00	0.00	0.00	
	0	0	0	0	0	0	0.00	0.00	0.00	0.00	





6	DAY	12	3	0	0	0	6.00	0.00	0.00	0.00	12.00
	NOC	12	3	0	0	0	6.00	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	0.00	0.00	0.00	0.00	
5	DAY	12	3	0	0	0	7.20	0.00	0.00	0.00	14.40
	NOC	12	3	0	0	0	7.20	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	0.00	0.00	0.00	0.00	
4	DAY	12	2	0	0	0	6.00	0.00	0.00	0.00	12.00
	NOC	12	2	0	0	0	6.00	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	0.00	0.00	0.00	0.00	
	DAY	12	2	0	0	0	8.00	0.00	0.00	0.00	
	NOC	12	2	0	0	0	8.00	0.00	0.00	0.00	

3		0	0	0	0	0	0.00	0.00	0.00	0.00	16.00
		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	
2	DAY	12	1	0	0	0	6.00	0.00	0.00	0.00	12.00
	NOC	12	1	0	0	0	6.00	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	0.00	0.00	0.00	0.00	
1	DAY	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	NOC	12	1	0	0	0	12.00	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	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!	
		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
Charge Nurse	8hrs	8 hrs	8 hrs	24/7 coverage
Flex/Break Nurse	8hrs	8 hrs	8 hrs	24/7 coverage
CORA/COSI PCTs as needed	8hrs	8 hrs	8 hrs	24/7 coverage
Monitor Tech/HUC	8hrs	8 hrs	8 hrs	24/7 coverage
STAT RN	8hrs	8 hrs	8 hrs	24/7 coverage
House Supervisor	8hrs	8 hrs	8 hrs	24/7 coverage
Clinical Expeditor	8hrs	8 hrs	8 hrs	24/7 coverage
Critical Care RN Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
RN Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
PCT Transporter	8hrs	8 hrs	8 hrs	24/7 coverage
Phlebotomoy	8hrs	8 hrs	8 hrs	24/7 coverage
Case Manager	8hrs	2-4 hrs	0 hrs	10-12hr /day
Social Worker	8hrs	8 hrs	8 hrs	24/7 coverage
IV Therapy	8hrs	4 hrs	0 hrs	12hr /day
Wound Care	8hrs	2-4 hrs	0 hrs	10-12hr /day
EVS/Environmental Services	8hrs	8 hrs	8 hrs	24/7 coverage
PT, OT, ST Therapists	8hrs/Therapist	2-4 hrs/Ther.	0 hrs	10-12hr /day/Therapist

## 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 adaptable based on patient census which is directly affected by admission, discharges, and transfers.

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

Description:

The CVICU specializes in the care and treatment of critically ill adults 18 years of age and older with a focus on Cardiac diagnoses and treatments. CVICU is a 13-bed unit providing care 24/7/365. The following patients are standard to CVICU but are not limited to:

- Immediate post-operative surgical patients requiring invasive hemodynamic monitoring and treatment;
- High-acuity vascular surgery patients requiring hemodynamic monitoring and treatment;
- Endovascular and open aortic/abdominal aneurysm repair;
- Post-AMI and post-arrest treatment, including therapeutic temperature management;
- Cardiac assist device insertion, monitoring, and management including: Intra-aortic Balloon Pump, Impella, LVAD,

Skill mix

Description:

CVICU is designated a Critical Care Unit (CCU, aka ICU) Level of Care. CVICU Nurses are expected to safely care for patients with ventilator support requirements. Medications that CVICU Nurses may administer are per Hospital Policy (See policy: IV Medications: Appropriate Patient Care Settings in Which to Administer). CVICU Nurses can care for and are not limited to: Intra-aortic Balloon Pump, Impella, LVAD, Centrimag, ECMO/ECLS (Cardiopulmonary bypass support); and other interventional devices such as Continuous Renal Replacement Therapy. Unit specific skill mix will include one Charge Nurse, one Break Nurse (dependent on patient census), Primary Nurses for Patient Care, Patient Care Tech (dependent on patient census), and Monitor Tech/HUC (dependent on patient census). 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 also provided in accordance with

Level of experience of nursing and patient care staff

Description:

Staff Nurses will have at minimum graduated with an Associates Degree in Nursing, have passed the NCLEX, and have a valid- Washington State Recognized Registered Nurse License. Staff Nurses will also have prior Cardiac ICU experience or have completed a Residency or Fellowship Program within CVICU prior to working independently on the floor after orientation. Patient Care Techs (CNAs) will have received CNA training from an accredited program, passed their CNA certification test, and have earned a valid- Washington State Recognized License for CNAs.

Need for specialized or intensive equipment

Description:

Special education for RN staff includes Intra-aortic Balloon Pump, Impella, LVAD, Centrimag, ECMO/ECLS (Cardiopulmonary bypass support); and other interventional devices such as Continuous Renal Replacement Therapy. Additional training may also include: Pacemaker Class, Sheath Management, US Guided IVs, and Charge Nurse.

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

Description:

- Other

Description: