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www.swedish.org



December 27, 2018

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Swedish Orthopedic Institute
Women's Health

Department of Health
P.O. Box 1099
Olympia, WA 98507-1099

Re: Swedish Health Services 2019 Staffing Plan

Dear Sir or Madam:

Enclosed is the staffing plan that was completed in 2018 for Swedish Health Services.

Our process this last year was to have a model of unit based staffing committees at the larger campuses and in some of our smaller campuses a campus based staffing approach was utilized. The members of these committees were comprised of the unit leaders and staff. The results of those unit based and campus meetings were then reviewed by the Joint Staffing Committee. This committee includes Swedish Nursing and HR leaders, Swedish staff RNs, techs and NACs and Union organizers. The Joint Staffing Committee has been meeting throughout the year.

During that process, for staffing changes, we have noted where there was consensus, partial consensus and non-consensus. For the consensus and partial consensus, those changes have been made or will be implemented with the 2019 budget.

In addition to this staffing process, there were specific staff reductions that occurred throughout Swedish during the last quarter of 2018. Some nursing units were affected. These included Labor and Delivery, NICU, the IV nursing team, etc. These changes were based on operational business decisions for the organization.

We are including the summary document of the requests for this year and the tracking of the outcome (consensus, partial consensus, and non-consensus), as well as some examples of staffing matrices that are referenced in this communication.

The staffing plan was developed by reviewing the elements required in RCW 70.41.420.

Please contact Margo Bykonen, Chief Nursing Officer @ (206) 386-2236 if there are any questions.

Respectfully,

A handwritten signature in black ink that reads "Margo Bykonen".

Margo Bykonen, MN, RN
Chief Nursing Officer
Swedish Health Services

A handwritten signature in black ink that reads "Guy Hudson".

Guy Hudson, M.D., MBA
Chief Executive Officer
Swedish Health Services

2019 ICU Matrix

Direct Care Hours - effective 1/1/2019

| | | ICU | | | | | ICU Target 17.38 |
|--------|----|-----------|--------------|----|-------------|------|------------------|
| Census | CN | Day Shift | | | Night Shift | | |
| | | RNs | RESOURCE RN* | CN | RN | NAC* | HOC |
| 13 | 1 | 7 | 1 | 1 | 7 | 1 | 16.62 |
| 12 | 1 | 6 | 1 | 1 | 6 | 1 | 16.00 |
| 11 | 1 | 6 | 1 | 1 | 6 | 1 | 17.45 |
| 10 | 1 | 5 | 1 | 1 | 5 | 1 | 16.80 |
| 9 | 1 | 5 | 1 | 1 | 5 | 1 | 18.67 |
| 8 | 1 | 4 | 1 | 1 | 4 | 1 | 18.00 |
| 7 | 1 | 4 | 0 | 1 | 4 | 0 | 17.14 |
| 6 | 1 | 3 | 0 | 1 | 3 | 0 | 16.00 |
| 5 | 1 | 3 | 0 | 1 | 3 | 0 | 19.20 |
| 4 | 1 | 2 | 0 | 1 | 2 | 0 | 18.00 |
| 3 | 1 | 2 | 0 | 1 | 2 | 0 | 24.00 |
| 2 | 1 | 1 | 0 | 1 | 1 | 0 | 24.00 |
| 1 | 1 | 1 | 0 | 1 | 1 | 0 | 48.00 |

Hrs of Care *Staffing model includes 12-hours daily resource RN and 12-hours daily NAC based on combined ICU/IMCU census.

| | | IMCU | | | | |
|--------|-----------|------|-------------|-----|-------|--|
| Census | Day Shift | | Night Shift | | | |
| | RN | NAC | RN | NAC | HOC | |
| 12 | 4 | 0 | 4 | 0 | 8.00 | |
| 11 | 4 | 0 | 4 | 0 | 8.73 | |
| 10 | 4 | 0 | 4 | 0 | 9.60 | |
| 9 | 3 | 0 | 3 | 0 | 8.00 | |
| 8 | 3 | 0 | 3 | 0 | 9.00 | |
| 7 | 3 | 0 | 3 | 0 | 10.29 | |
| 6 | 2 | 0 | 2 | 0 | 8.00 | |
| 5 | 2 | 0 | 2 | 0 | 9.60 | |
| 4 | 2 | 0 | 2 | 0 | 12.00 | |
| 3 | 2 | 0 | 2 | 0 | 16.00 | |
| 2 | 1 | 0 | 1 | 0 | 12.00 | |
| 1 | 1 | 0 | 1 | 0 | 24.00 | |

8 West Surg Onc MATRIX

| Census | Day | | | |
|--------|--------|--------|---------|------|
| | Charge | Day RN | Day NAC | HUC |
| 26 | 1.00 | 6.00 | 3.00 | 1.00 |
| 25 | 1.00 | 6.00 | 3.00 | 1.00 |
| 24 | 1.00 | 6.00 | 3.00 | 1.00 |
| 23 | 1.00 | 6.00 | 3.00 | 1.00 |
| 22 | 1.00 | 5.00 | 3.00 | 1.00 |
| 21 | 1.00 | 5.00 | 3.00 | 1.00 |
| 20 | 1.00 | 5.00 | 3.00 | 1.00 |
| 19 | 1.00 | 5.00 | 3.00 | 1.00 |
| 18 | 1.00 | 5.00 | 3.00 | 1.00 |
| 17 | 1.00 | 4.00 | 2.00 | 1.00 |
| 16 | 1.00 | 4.00 | 2.00 | 1.00 |
| 15 | 1.00 | 3.00 | 2.00 | 1.00 |
| 14 | 1.00 | 3.00 | 2.00 | 1.00 |
| 13 | 1.00 | 3.00 | 2.00 | 1.00 |
| 12 | 1.00 | 3.00 | 1.00 | - |
| 11 | 1.00 | 3.00 | 1.00 | - |
| 10 | 1.00 | 2.00 | 1.00 | - |
| 9 | 1.00 | 2.00 | - | - |
| 8 | 1.00 | 2.00 | - | - |
| 7 | 1.00 | 1.00 | - | - |
| 6 | 1.00 | 1.00 | - | - |

| EVENING | | | | |
|---------|--------|---------|------|--|
| Charge | Eve RN | Eve NAC | HUC | |
| 1.00 | 6.00 | 3.00 | 1.00 | |
| 1.00 | 6.00 | 3.00 | 1.00 | |
| 1.00 | 6.00 | 3.00 | 1.00 | |
| 1.00 | 6.00 | 3.00 | 1.00 | |
| 1.00 | 5.00 | 3.00 | 1.00 | |
| 1.00 | 5.00 | 3.00 | 1.00 | |
| 1.00 | 5.00 | 3.00 | 1.00 | |
| 1.00 | 5.00 | 3.00 | 1.00 | |
| 1.00 | 5.00 | 3.00 | 1.00 | |
| 1.00 | 4.00 | 2.00 | 1.00 | |
| 1.00 | 4.00 | 2.00 | 1.00 | |
| 1.00 | 3.00 | 2.00 | 1.00 | |
| 1.00 | 3.00 | 2.00 | 1.00 | |
| 1.00 | 3.00 | 2.00 | 1.00 | |
| 1.00 | 3.00 | 1.00 | - | |
| 1.00 | 3.00 | 1.00 | - | |
| 1.00 | 2.00 | 1.00 | - | |
| 1.00 | 2.00 | - | - | |
| 1.00 | 2.00 | - | - | |
| 1.00 | 1.00 | - | - | |
| 1.00 | 1.00 | - | - | |

| NIGHT | | | | | 9.74 |
|--------|----------|-----------|-----|------|------|
| Charge | Night RN | Night NAC | HUC | HPPD | |
| 1.00 | 5.00 | 2.00 | - | 8.6 | |
| 1.00 | 5.00 | 2.00 | - | 9.0 | |
| 1.00 | 5.00 | 2.00 | - | 9.3 | |
| 1.00 | 5.00 | 2.00 | - | 9.7 | |
| 1.00 | 5.00 | 2.00 | - | 9.5 | |
| 1.00 | 5.00 | 2.00 | - | 9.9 | |
| 1.00 | 4.00 | 2.00 | - | 10.0 | |
| 1.00 | 4.00 | 2.00 | - | 10.5 | |
| 1.00 | 4.00 | 2.00 | - | 11.1 | |
| 1.00 | 4.00 | 2.00 | - | 9.9 | |
| 1.00 | 3.00 | 2.00 | - | 10.0 | |
| 1.00 | 3.00 | 1.00 | - | 9.1 | |
| 1.00 | 3.00 | 1.00 | - | 9.7 | |
| 1.00 | 3.00 | 1.00 | - | 10.5 | |
| 1.00 | 2.00 | 1.00 | - | 9.3 | |
| 1.00 | 2.00 | 1.00 | - | 10.2 | |
| 1.00 | 1.00 | 1.00 | - | 8.8 | |
| 1.00 | 1.00 | - | - | 7.1 | |
| 1.00 | 1.00 | - | - | 8.0 | |
| 1.00 | 1.00 | - | - | 6.9 | |
| 1.00 | 1.00 | - | - | 8.0 | |

2017 Staffing Matrix

10 East

Monday-Friday

| Census | 0700-1500 | | | 1000-2200 | 1500-1900 | | | 1900-2300 | | | 2300-0700 | | Direct HPPD |
|--------|-----------|-----|-----|-----------|-----------|-----|-----|-----------|-----|-----|-----------|-----|-------------|
| | RN | NAC | HUC | RN | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | |
| 29 | 9 | 3 | 1 | 1 | 8 | 3 | 1 | 7 | 2 | 0 | 7 | 2 | 8.97 |
| | 72 | 24 | 8 | 12 | 32 | 12 | 4 | 28 | 8 | 0 | 56 | 16 | |
| 28 | 8 | 3 | 1 | 1 | 8 | 3 | 1 | 7 | 2 | 0 | 7 | 2 | 9.00 |
| | 64 | 24 | 8 | 12 | 32 | 12 | 4 | 28 | 8 | 0 | 56 | 16 | |
| 27 | 8 | 3 | 1 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 8.89 |
| | 64 | 24 | 8 | 12 | 32 | 8 | 4 | 28 | 8 | 0 | 48 | 16 | |
| 26 | 8 | 2 | 1 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 8.92 |
| | 64 | 16 | 8 | 12 | 32 | 8 | 4 | 28 | 8 | 0 | 48 | 16 | |
| 25 | 8 | 2 | 1 | 1 | 7 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 9.12 |
| | 64 | 16 | 8 | 12 | 28 | 8 | 4 | 28 | 8 | 0 | 48 | 16 | |
| 24 | 7 | 2 | 1 | 1 | 7 | 2 | 1 | 7 | 2 | 0 | 6 | 1 | 8.83 |
| | 56 | 16 | 8 | 12 | 28 | 8 | 4 | 28 | 8 | 0 | 48 | 8 | |
| 23 | 7 | 2 | 1 | 1 | 7 | 2 | 1 | 6 | 2 | 0 | 6 | 1 | 9.04 |
| | 56 | 16 | 8 | 12 | 28 | 8 | 4 | 24 | 8 | 0 | 48 | 8 | |
| 22 | 7 | 2 | 1 | 1 | 7 | 2 | 1 | 6 | 1 | 0 | 5 | 1 | 8.91 |
| | 56 | 16 | 8 | 12 | 28 | 8 | 4 | 24 | 4 | 0 | 40 | 8 | |
| 21 | 6 | 2 | 1 | 1 | 6 | 2 | 1 | 6 | 1 | 0 | 5 | 1 | 8.76 |
| | 48 | 16 | 8 | 12 | 24 | 8 | 4 | 24 | 4 | 0 | 40 | 8 | |
| 20 | 6 | 2 | 1 | 1 | 6 | 1 | 1 | 5 | 1 | 0 | 5 | 1 | 8.80 |
| | 48 | 16 | 8 | 12 | 24 | 4 | 4 | 20 | 4 | 0 | 40 | 8 | |
| 19 | 6 | 2 | 1 | 1 | 6 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 8.84 |
| | 48 | 16 | 8 | 12 | 24 | 4 | 4 | 20 | 4 | 0 | 32 | 8 | |
| 18 | 5 | 2 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 8.67 |
| | 40 | 16 | 8 | 12 | 20 | 4 | 4 | 20 | 4 | 0 | 32 | 8 | |
| 17 | 5 | 1 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 8.71 |
| | 40 | 8 | 8 | 12 | 20 | 4 | 4 | 20 | 4 | 0 | 32 | 8 | |
| 16 | 5 | 1 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 0 | 4 | 0 | 8.75 |
| | 40 | 8 | 8 | 12 | 20 | 4 | 4 | 20 | 4 | 0 | 32 | 0 | |
| 15 | 5 | 1 | 1 | 1 | 4 | 1 | 1 | 4 | 1 | 0 | 3 | 0 | 8.27 |
| | 40 | 8 | 8 | 12 | 16 | 4 | 4 | 16 | 4 | 0 | 24 | 0 | |
| 14 | 4 | 1 | 1 | 1 | 4 | 1 | 1 | 4 | 1 | 0 | 3 | 0 | 8.29 |
| | 32 | 8 | 8 | 12 | 16 | 4 | 4 | 16 | 4 | 0 | 24 | 0 | |
| 13 | 4 | 1 | 1 | 1 | 4 | 0 | 0 | 4 | 0 | 0 | 3 | 0 | 8.31 |
| | 32 | 8 | 8 | 12 | 16 | 0 | 0 | 16 | 0 | 0 | 24 | 0 | |
| 12 | 4 | 0 | 0 | 1 | 4 | 0 | 0 | 4 | 0 | 0 | 3 | 0 | 8.33 |
| | 32 | 0 | 0 | 12 | 16 | 0 | 0 | 16 | 0 | 0 | 24 | 0 | |
| 11 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 4 | 0 | 0 | 3 | 0 | 8.00 |
| | 32 | 0 | 0 | 0 | 16 | 0 | 0 | 16 | 0 | 0 | 24 | 0 | |
| 10 | 4 | 0 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 7.20 |
| | 32 | 0 | 0 | 0 | 12 | 0 | 0 | 12 | 0 | 0 | 16 | 0 | |
| 9 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 7.11 |
| | 24 | 0 | 0 | 0 | 12 | 0 | 0 | 12 | 0 | 0 | 16 | 0 | |
| 8 | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 7.00 |
| | 24 | 0 | 0 | 0 | 8 | 0 | 0 | 8 | 0 | 0 | 16 | 0 | |
| 7 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 6.86 |
| | 16 | 0 | 0 | 0 | 8 | 0 | 0 | 8 | 0 | 0 | 16 | 0 | |

2017 Staffing Matrix

10 East

Saturday & Sunday

| Census | 0700-1500 | | | 1000-2200 | 1500-1900 | | | 1900-2300 | | | 2300-0700 | | Direct HPPD |
|--------|-----------|-----|-----|-----------|-----------|-----|-----|-----------|-----|-----|-----------|-----|-------------|
| | RN | NAC | HUC | RN | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | |
| 29 | 9 | 3 | 1 | 0 | 8 | 3 | 1 | 7 | 2 | 0 | 7 | 2 | 8.55 |
| | 72 | 24 | 8 | 0 | 32 | 12 | 4 | 28 | 8 | 0 | 56 | 16 | |
| 28 | 8 | 3 | 1 | 0 | 8 | 3 | 1 | 7 | 2 | 0 | 7 | 2 | 8.57 |
| | 64 | 24 | 8 | 0 | 32 | 12 | 4 | 28 | 8 | 0 | 56 | 16 | |
| 27 | 8 | 3 | 1 | 0 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 8.44 |
| | 64 | 24 | 8 | 0 | 32 | 8 | 4 | 28 | 8 | 0 | 48 | 16 | |
| 26 | 8 | 2 | 1 | 0 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 8.46 |
| | 64 | 16 | 8 | 0 | 32 | 8 | 4 | 28 | 8 | 0 | 48 | 16 | |
| 25 | 8 | 2 | 1 | 0 | 7 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 8.64 |
| | 64 | 16 | 8 | 0 | 28 | 8 | 4 | 28 | 8 | 0 | 48 | 16 | |
| 24 | 7 | 2 | 1 | 0 | 7 | 2 | 1 | 7 | 2 | 0 | 6 | 1 | 8.33 |
| | 56 | 16 | 8 | 0 | 28 | 8 | 4 | 28 | 8 | 0 | 48 | 8 | |
| 23 | 7 | 2 | 1 | 0 | 7 | 2 | 1 | 6 | 2 | 0 | 6 | 1 | 8.52 |
| | 56 | 16 | 8 | 0 | 28 | 8 | 4 | 24 | 8 | 0 | 48 | 8 | |
| 22 | 7 | 2 | 1 | 0 | 7 | 2 | 1 | 6 | 1 | 0 | 5 | 1 | 8.36 |
| | 56 | 16 | 8 | 0 | 28 | 8 | 4 | 24 | 4 | 0 | 40 | 8 | |
| 21 | 6 | 2 | 1 | 0 | 6 | 2 | 1 | 6 | 1 | 0 | 5 | 1 | 8.19 |
| | 48 | 16 | 8 | 0 | 24 | 8 | 4 | 24 | 4 | 0 | 40 | 8 | |
| 20 | 6 | 2 | 1 | 0 | 6 | 1 | 1 | 5 | 1 | 0 | 5 | 1 | 8.20 |
| | 48 | 16 | 8 | 0 | 24 | 4 | 4 | 20 | 4 | 0 | 40 | 8 | |
| 19 | 6 | 2 | 1 | 0 | 6 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 8.21 |
| | 48 | 16 | 8 | 0 | 24 | 4 | 4 | 20 | 4 | 0 | 32 | 8 | |
| 18 | 5 | 2 | 1 | 0 | 5 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 8.00 |
| | 40 | 16 | 8 | 0 | 20 | 4 | 4 | 20 | 4 | 0 | 32 | 8 | |
| 17 | 5 | 1 | 1 | 0 | 5 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 8.00 |
| | 40 | 8 | 8 | 0 | 20 | 4 | 4 | 20 | 4 | 0 | 32 | 8 | |
| 16 | 5 | 1 | 1 | 0 | 5 | 1 | 1 | 5 | 1 | 0 | 4 | 0 | 8.00 |
| | 40 | 8 | 8 | 0 | 20 | 4 | 4 | 20 | 4 | 0 | 32 | 0 | |
| 15 | 5 | 1 | 1 | 0 | 4 | 1 | 1 | 4 | 1 | 0 | 3 | 0 | 7.47 |
| | 40 | 8 | 8 | 0 | 16 | 4 | 4 | 16 | 4 | 0 | 24 | 0 | |
| 14 | 4 | 1 | 1 | 0 | 4 | 1 | 1 | 4 | 1 | 0 | 3 | 0 | 7.43 |
| | 32 | 8 | 8 | 0 | 16 | 4 | 4 | 16 | 4 | 0 | 24 | 0 | |
| 13 | 4 | 1 | 1 | 0 | 4 | 0 | 0 | 4 | 0 | 0 | 3 | 0 | 7.38 |
| | 32 | 8 | 8 | 0 | 16 | 0 | 0 | 16 | 0 | 0 | 24 | 0 | |
| 12 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 4 | 0 | 0 | 3 | 0 | 7.33 |
| | 32 | 0 | 0 | 0 | 16 | 0 | 0 | 16 | 0 | 0 | 24 | 0 | |
| 11 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 4 | 0 | 0 | 3 | 0 | 8.00 |
| | 32 | 0 | 0 | 0 | 16 | 0 | 0 | 16 | 0 | 0 | 24 | 0 | |
| 10 | 4 | 0 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 7.20 |
| | 32 | 0 | 0 | 0 | 12 | 0 | 0 | 12 | 0 | 0 | 16 | 0 | |
| 9 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 7.11 |
| | 24 | 0 | 0 | 0 | 12 | 0 | 0 | 12 | 0 | 0 | 16 | 0 | |
| 8 | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 7.00 |
| | 24 | 0 | 0 | 0 | 8 | 0 | 0 | 8 | 0 | 0 | 16 | 0 | |
| 7 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 6.86 |
| | 16 | 0 | 0 | 0 | 8 | 0 | 0 | 8 | 0 | 0 | 16 | 0 | |

1/5w

| Census | GYN Mon-Fri | | | | | | | | | | | | GYN Sat-Sun | | | | | | | | | | | | | | | | | | | | | | |
|--------|-------------|-----|-----|-----------|-----|-----|-----------|-----|-----|-----------|-----|-----|-------------|-----|-------|-----------|-----|-----|-----------|-----|-----|-----------|-----|-----|-----------|-----|-----|--------|-----|-------|----|-----|-----|----|-----|
| | 0700-1500 | | | 1500-1900 | | | 1900-2300 | | | 2300-0700 | | | Direct | | | 0700-1500 | | | 1500-1900 | | | 1900-2300 | | | 2300-0700 | | | Direct | | | | | | | |
| | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC | HUC | RN | NAC |
| 29 | 8.5 | 2 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 7 | 2 | 0 | 7 | 2 | 8.00 | 8 | 2 | 1 | 8 | 2 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 7.59 | | | | | |
| 28 | 8.5 | 2 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 7 | 2 | 0 | 7 | 2 | 8.29 | 8 | 2 | 1 | 8 | 2 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 7.86 | | | | | |
| 27 | 8.5 | 2 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 7 | 2 | 0 | 7 | 2 | 8.59 | 8 | 2 | 1 | 8 | 2 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 8.15 | | | | | |
| 26 | 8.5 | 2 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 0 | 6 | 2 | 8.62 | 8 | 2 | 1 | 8 | 2 | 1 | 8 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 8.46 | | | | | |
| 25 | 7.5 | 2 | 1 | 7 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 0 | 6 | 2 | 8.48 | 7 | 2 | 1 | 7 | 2 | 1 | 7 | 2 | 1 | 7 | 2 | 0 | 6 | 2 | 8.32 | | | | | |
| 24 | 7.5 | 2 | 1 | 7 | 2 | 1 | 6 | 2 | 0 | 6 | 2 | 0 | 6 | 2 | 8.67 | 7 | 2 | 1 | 7 | 2 | 1 | 7 | 2 | 1 | 6 | 2 | 0 | 6 | 2 | 8.50 | | | | | |
| 23 | 7.5 | 2 | 1 | 7 | 2 | 1 | 6 | 2 | 0 | 5 | 2 | 0 | 5 | 2 | 8.70 | 7 | 2 | 1 | 7 | 2 | 1 | 7 | 2 | 1 | 6 | 2 | 0 | 5 | 2 | 8.52 | | | | | |
| 22 | 7.5 | 2 | 1 | 7 | 2 | 1 | 6 | 2 | 0 | 5 | 2 | 0 | 5 | 2 | 9.09 | 7 | 2 | 1 | 7 | 2 | 1 | 7 | 2 | 1 | 6 | 2 | 0 | 5 | 2 | 8.91 | | | | | |
| 21 | 7.5 | 2 | 1 | 6 | 2 | 1 | 6 | 2 | 0 | 5 | 2 | 0 | 5 | 2 | 9.33 | 7 | 2 | 1 | 6 | 2 | 1 | 6 | 2 | 1 | 6 | 2 | 0 | 5 | 2 | 9.14 | | | | | |
| 20 | 6.5 | 1 | 1 | 6 | 1 | 1 | 6 | 1 | 0 | 5 | 1 | 0 | 5 | 1 | 8.20 | 6 | 1 | 1 | 6 | 1 | 1 | 6 | 1 | 1 | 5 | 2 | 0 | 5 | 1 | 8.00 | | | | | |
| 19 | 6.5 | 1 | 1 | 6 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 0 | 4 | 1 | 8.00 | 6 | 1 | 1 | 6 | 1 | 1 | 6 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 7.79 | | | | | |
| 18 | 6.5 | 1 | 1 | 6 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 0 | 4 | 1 | 8.44 | 6 | 1 | 1 | 6 | 1 | 1 | 6 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 8.22 | | | | | |
| 17 | 5.5 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 0 | 4 | 1 | 8.24 | 5 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 0 | 4 | 1 | 8.00 | | | | | |
| 16 | 5.5 | 1 | 1 | 5 | 1 | 1 | 4 | 1 | 0 | 4 | 1 | 0 | 4 | 1 | 8.50 | 5 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 1 | 4 | 1 | 0 | 4 | 1 | 8.25 | | | | | |
| 15 | 5 | 1 | 1 | 5 | 1 | 1 | 4 | 1 | 0 | 4 | 1 | 0 | 4 | 1 | 8.80 | 5 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 1 | 4 | 1 | 0 | 4 | 1 | 8.80 | | | | | |
| 14 | 5 | 1 | 1 | 5 | 1 | 1 | 4 | 1 | 0 | 3 | 1 | 0 | 3 | 1 | 8.86 | 5 | 1 | 1 | 5 | 1 | 1 | 5 | 1 | 1 | 4 | 1 | 0 | 3 | 1 | 8.86 | | | | | |
| 13 | 5 | 1 | 1 | 4 | 1 | 1 | 4 | 1 | 0 | 3 | 1 | 0 | 3 | 1 | 9.23 | 5 | 1 | 1 | 4 | 1 | 1 | 4 | 1 | 1 | 4 | 1 | 0 | 3 | 1 | 9.23 | | | | | |
| 12 | 4 | 1 | 0 | 4 | 1 | 0 | 4 | 1 | 0 | 3 | 1 | 0 | 3 | 1 | 9.33 | 4 | 1 | 0 | 4 | 1 | 0 | 4 | 1 | 0 | 4 | 1 | 0 | 3 | 0 | 8.67 | | | | | |
| 11 | 4 | 1 | 0 | 3 | 1 | 0 | 3 | 1 | 0 | 3 | 1 | 0 | 3 | 1 | 9.45 | 4 | 1 | 0 | 3 | 1 | 0 | 3 | 1 | 0 | 3 | 1 | 0 | 3 | 0 | 8.73 | | | | | |
| 10 | 3 | 1 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 8.00 | 3 | 1 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 8.00 | | | | | |
| 9 | 3 | 1 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 8.89 | 3 | 1 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 8.89 | | | | | |
| 8 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 8.00 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 8.00 | | | | | |
| 7 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 9.14 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 9.14 | | | | | |
| 6 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 8.00 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 8.00 | | | | | |
| 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | CLOSE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | CLOSE | | | | | |

New as of 1/18/18
16 | 18 | 02

Staffing Worksheet - 11 East

| Census | Days | | | Evenings | | | Nights | |
|--------|------|------|-----|----------|------|-----|--------|------|
| | RN | NA-C | Sec | RN | NA-C | Sec | RN | NA-C |
| 30 | 9 | 3 | .5 | 9 | 2 | .5 | 7 | 2 |
| 29 | 9 | 3 | .5 | 8 | 2 | .5 | 7 | 2 |
| 28 | 9 | 2 | .5 | 8 | 2 | .5 | 6 | 2 |
| 27 | 9 | 2 | .5 | 8 | 2 | .5 | 6 | 2 |
| 26 | 8 | 2 | .5 | 8 | 1 | .5 | 6 | 2 |
| 25 | 8 | 2 | .5 | 7 | 2 | .5 | 6 | 2 |
| 24 | 8 | 2 | .5 | 7 | 2 | .5 | 5 | 2 |
| 23 | 7 | 2 | .5 | 7 | 2 | .5 | 5 | 2 |
| 22 | 7 | 2 | .5 | 7 | 1 | .5 | 5 | 2 |
| 21 | 7 | 1 | .5 | 7 | 1 | .5 | 5 | 1 |
| 20 | 7 | 1 | .5 | 6 | 1 | .5 | 4 | 1 |
| 19 | 6 | 1 | .5 | 6 | 1 | .5 | 4 | 1 |
| 18 | 6 | 1 | .5 | 6 | 0 | .5 | 4 | 1 |
| 17 | 6 | 1 | .5 | 6 | 0 | .5 | 4 | 1 |
| 16 | 5 | 1 | .5 | 5 | 1 | .5 | 4 | 1 |
| 15 | 5 | 1 | .5 | 5 | 0 | .5 | 3 | 1 |
| 14 | 5 | 0 | .5 | 5 | 0 | .5 | 3 | 1 |
| 13 | 4 | 1 | .5 | 4 | 1 | .5 | 3 | 0 |
| 12 | 4 | 1 | .5 | 4 | 0 | .5 | 3 | 0 |
| 11 | 4 | 0 | .5 | 4 | 0 | .5 | 3 | 0 |
| 10 | 4 | 0 | .5 | 4 | 0 | .5 | 2 | 1 |
| 9 | 3 | 1 | 0 | 3 | 1 | 0 | 2 | 0 |
| 8 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 |
| 7 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 |
| 6 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 |

- Monday through Friday we have an overlap nurse that starts at 1100 and is overlap for 12 hours
- For new transplant patients subtract 2 from census and add a nurse (if we have 28 patients look at the RNs needed for 26 patients and add a RN)
- You can substitute a RN for a NA-C and vice versa
- PSAs for suicide precaution or ITA patients PSAs are above the grid for other reasons PSAs should be included in the matrix whenever possible
- No HUC if below 10 patients

Staffing 62120
 Patient Placement 66000
 Nursing Supervisor 405-8292
 OR Fax 62435

12/5/2017

Staffing Worksheet - 11 East Saturday-Sunday

11E

| Census | Days | | | Evenings | | | Nights | |
|--------|------|------|-----|----------|------|-----|--------|------|
| | RN | NA-C | Sec | RN | NA-C | Sec | RN | NA-C |
| 30 | 9 | 3 | .5 | 9 | 2 | .5 | 7 | 2 |
| 29 | 9 | 3 | .5 | 8 | 2 | .5 | 7 | 2 |
| 28 | 9 | 2 | .5 | 8 | 2 | .5 | 6 | 2 |
| 27 | 9 | 2 | .5 | 8 | 2 | .5 | 6 | 2 |
| 26 | 8 | 2 | .5 | 8 | 1 | .5 | 6 | 2 |
| 25 | 8 | 2 | .5 | 7 | 2 | .5 | 6 | 2 |
| 24 | 8 | 2 | .5 | 7 | 2 | .5 | 5 | 2 |
| 23 | 7 | 2 | .5 | 7 | 2 | .5 | 5 | 2 |
| 22 | 7 | 2 | .5 | 7 | 1 | .5 | 5 | 2 |
| 21 | 7 | 1 | .5 | 7 | 1 | .5 | 5 | 1 |
| 20 | 7 | 1 | .5 | 6 | 1 | .5 | 4 | 1 |
| 19 | 6 | 1 | .5 | 6 | 1 | .5 | 4 | 1 |
| 18 | 6 | 1 | .5 | 6 | 1 | .5 | 4 | 1 |
| 17 | 6 | 1 | .5 | 6 | 1 | .5 | 4 | 1 |
| 16 | 5 | 1 | .5 | 5 | 1 | .5 | 4 | 1 |
| 15 | 5 | 1 | .5 | 5 | 1 | .5 | 4 | 1 |
| 14 | 5 | 0 | .5 | 5 | 0 | .5 | 4 | 1 |
| 13 | 4 | 1 | .5 | 4 | 1 | .5 | 3 | 0 |
| 12 | 4 | 1 | .5 | 4 | 0 | .5 | 3 | 0 |
| 11 | 4 | 0 | .5 | 4 | 0 | .5 | 3 | 0 |
| 10 | 4 | 0 | .5 | 4 | 0 | .5 | 2 | 1 |
| 9 | 3 | 1 | 0 | 3 | 1 | 0 | 2 | 0 |
| 8 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 |
| 7 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 |
| 6 | 3 | 0 | 0 | 3 | 0 | 0 | 2 | 0 |

- Monday through Friday we have an overlap nurse that starts at 1100 and is overlap for 12 hours
- For new transplant patients subtract 2 from census and add a nurse (if we have 28 patients look at the RNs needed for 26 patients and add a RN)
- You can substitute a RN for a NA-C and vice versa
- PSAs for suicide precaution or ITA patients PSAs are above the grid for other reasons PSAs should be included in the matrix whenever possible
- No HUC if below 10 patients

Staffing 62120
 Patient Placement 66090
 Nursing Supervisor 405-8292
 OR Fax 62435

 6270

10/30/2018



| Campus | Unit | Unit-based Staffing Committee Request | Consensus (Yes/No) | Partial Consensus: We Have Agreed to the Following | Additional Comments |
|---------|--------|--|--------------------|--|---|
| Edmonds | ICU | Census point 6 and up – 24 hour CNA | No | These options were discussed in staffing committee however we did not arrive at agreement. | This has been a long term ask by the ICU; we have provided a 12 hours resource nurses that was the agreed upon decision of the staffing committee in 2017. That position has been staffed and supports IMCU and ICU. |
| Edmonds | PCU | Census point 18 and up On PCU 2 on nights additional CNA | No | These options were discussed in staffing committee however we did not arrive at agreement. | This has been an ask by the PCU in 2017. Staffing hours for similar units were reviewed. No agreement to increase but the ask was discussed. |
| Edmonds | 8 West | Census point 25 and up for day and eve an additional RN | No | These options were discussed in staffing committee however we did not arrive at agreement. | This would add a nurse virtually all of the time. This is a 26 bed unit staffed with 7 RNs (including charge) and 3 CNAs on days and evenings plus a HUC. This request would place the nurse to patient ratio at 25 at 3.1 to one nurse, and IMCU level of care. One to one care is provided when there are new chemotherapy patients. |
| Edmonds | 8 West | Census point 26 and up for night an additional RN | No | These options were discussed in staffing committee however we did not arrive at agreement. | This would add a nurse virtually all of the time. This is a 26 bed unit staffed with 6 RNs (including charge) and 2 CNAs on nights. |



| Campus | Unit | Unit-based Staffing Committee Request | Consensus (Yes/No) | Partial Consensus: We Have Agreed to the Following | Additional Comments |
|------------|---------|---|--------------------|--|--|
| Edmonds | 6 W | Charge nurse for 6 W | Yes | 6 W was opened as a new Women's unit approximately one year ago. Originally there was only one charge nurse planned for 7W and 6 W. Based on feedback from the staff, an RN charge nurse role has been designated; the charge nurse on 6W has a reduced patient assignment and coordinates with the 7W charge. | Implemented late fall; discussed in several staffing committee meetings. |
| Edmonds | SSU | Concern about break coverage for RNS and need for a charge nurse in SSU. | Yes | A test of change was developed for the unit; this is a 10 bed unit with staffing plan for 2 RNs and CNA when at full census. This was problematic in terms of relief of RNs. | A solution was developed and tested however is not finalized; this involved the union and staff representation. The solution was to staff with 3 RNs to allow for relief of the nurse. A charge nurse for the unit was approved. |
| Edmonds | 9 W | Increase RN coverage at night | Yes | A mediated session was conducted in order to develop a plan for improving RN coverage at night. This involved changing the skill mix of RN and MHS workers on the unit. | Change was planned and implemented late summer 2018. |
| First Hill | 10 East | Additional RN on nights: at census 27, 26, 21, 19, 18, 17, 16, 15, 14, 13, 12, 10, 9, 8 | Partial | Support the following changes for M-F only: Census 12, 13, 14: increase to 4 RNs from 2300-0700 Census 16, 17, 18, 19: increase to 5 RNs from 2300-0700 | No change in budgeted hours of care |
| First Hill | 10 East | Days: 15 and 14 need another nurse | No | N/A | |



| Campus | Unit | Unit-based Staffing Committee Request | Concensus (Yes/No) | Partial Concensus: We Have Agreed to the Following | Additional Comments |
|------------|---------|---|--------------------|--|---|
| First Hill | 10 East | Additional NAC nights: 24, 23, and 0-16 | No | N/A | |
| First Hill | 11 East | 3pm – 18pts its 6-0; 15 and 14 its 5-0; for nights: at 11pm ch RN takes pts at census 15-14 | Partial | Agree to the following changes for Saturday/Sunday Matrix Only: Census 14: increase to 4 RNs from 2300-0700 Census 15: increase to 1 NAC from 1500-1900 and increase to 4 RNs from 2300-0700 Census 17 and 18: increase to 1 NAC from 1500-1900 | No change in budgeted hours of care |
| First Hill | SOI 3/4 | Weekdays days census: 28, 19, 16 additional NAC 14 additional RN 11 additional RN 9 additional CAN 8 additional RN | No | | |
| First Hill | SOI 3/4 | Weekday nights: 27-24 additional RN 19 and 20 additional RN 12 additional NAC 10, 9, 8 additional RN | No | | Same as above |
| First Hill | 11 SW | Need a resource nurse for 11-1900 | Yes | I support this request but feel that we need to define a range of census points where this would apply since I don't believe an 8 hour resource RN is needed for all census points. | This is also the assumption that this applies to M-F only. Will adjust their hours of care from 8.0 to 8.2. |



| Campus | Unit | Unit-based Staffing Committee Request | Concensus (Yes/No) | Partial Concensus: We Have Agreed to the Following | Additional Comments |
|-------------|------|--|--------------------|--|--|
| Cherry Hill | ED | Follow the original staffing plan for the ED in the following staggered shifts and post daily, designating unfilled shifts: 4 RNs @ 7am (1 Charge, 3 RNs) 2 RNs come in @ 9am and go 9-9 1 RN comes in @ 10am 2 RNS come in @ noon 1 RN comes in @ 3pm 4 RNs @ 7pm (1 Charge, 3 RNs) 1 RN from 9pm-7am 1 RN @ 11pm | | | Management Response: The ED staffing plan is followed regularly and adjusted accordingly for anticipated patient volume. Open shifts are ALWAYS made available for Staff to see in Kronos Scheduler. Open shifts are made available for any Staff member who is interested in working additional hours. Open shifts are the result of vacation requests and/or FMLA and NOT the results of unfilled positions. |
| Cherry Hill | ED | End rotating/variable shifts | | | Management Response: Employees who fulfill variable shifts agree to do so upon hire per the Nursing Contract (10.9 Shift Rotation [page 41]) between Swedish and SEIU. |



| Campus | Unit | Unit-based Staffing Committee Request | Concensus (Yes/No) | Partial Concensus: We Have Agreed to the Following | Additional Comments |
|-------------|------|---|--------------------|--|---|
| Cherry Hill | ED | Post FTEs of recent vacancies | | | Management Response: Open and vacant positions are always communicated to the Emergency Department via email. Once an open position has been communicated via email, a timeframe of one week is allotted for all interested individuals within the Emergency Department to communicate this desire to Management before the position is pushed to an external posting. If multiple individuals are interested in the same position, the individual with the highest seniority is awarded the position. This is in accordance with the Nursing Contract (6.9 Job Openings [page 13]) and the Service Contract (7.2.1 Postings and 7.2.2 Department Openings [page 11]) between Swedish and SEIU. |
| Cherry Hill | ED | Add 2.2 RN FTEs Mon-Sun from 5p-5a for break coverage | | | Management Response: Patient volume in the Emergency Department does not warrant an additional 2.2 FTE. Reallocation of resources can be considered to provide additional support where warranted but will be based upon supporting data. |



| Campus | Unit | Unit-based Staffing Committee Request | Consensus (Yes/No) | Partial Consensus: We Have Agreed to the Following | Additional Comments |
|-------------|------------|---|--------------------|--|---|
| Cherry Hill | ED | Designated RN for night triage | | | Management Response: The night shift is more than welcome to allocate their resources however they deem necessary as is already the current practice. |
| Cherry Hill | Float Pool | PRN house float staffed 24/7 and not pulled to assignments | Yes | | We want to have an RRT/SWOT RN that is trained to respond, and mitigate codes outside of the ICU's, we have very ill patients and current state is that our Charge RN's are pulled to code response, there is no way they have time for proactive rounding, and the ICU's have bed capacity issues, and sometimes it is related to staffing needs and the Charge RN's aren't on the unit sometimes for up to one hour at a time, several times through the day. |
| Cherry Hill | Float Pool | Add 2 nd PRN house float staffed at higher house-wide census points, that could be pulled for staffing needs | Yes | | We feel this is necessary especially as a resource for IV team, and staffing for throughput issues at CH. |
| Cherry Hill | Float Pool | Replace 2 night shift RN float pool positions | Yes | | |



| Campus | Unit | Unit-based Staffing Committee Request | Concensus (Yes/No) | Partial Concensus: We Have Agreed to the Following | Additional Comments |
|-------------|------------|---|--------------------|--|--|
| Cherry Hill | Float Pool | Promote consistent staffing on 2 South Tele by keeping the unit open consistently, staff regularly with float pool and consistent charge RNs and coverage from telemetry monitor tech at higher census points | Yes | | |
| Cherry Hill | Float Pool | Stop using float pool NACs/PSAs to watch multiple patients at a time in the ED, which puts patients at risk | No | This can't be guaranteed, based on needs of unit and patients, needs to be determined, the preference is to not do this. | |
| Cherry Hill | 3 East | From 7p-11p max RN @ 3 patients if they have 2 q2 hours patients | Yes | | Within unit decision of Staffing Based Council |
| Cherry Hill | 3 East | Resource NAC extended to 12 hours (7a-7p) Mon-Fri = 0.5 FTE (34-36 patient census). Unassigned resource RN from 11a-11p to help with throughput. | Yes | | Within unit decision on staffing unit, and hPPD |
| Issaquah | MSU | Census point 8 – add 1 CNA on day and night | No | | Year to date productivity is 67.2% and 21,631 hours over target representing 10.7 FTEs. Unit has been staffed well over Matrix and we cannot extend the matrix at this time. |
| Issaquah | MSU | Census point 9 – add 1 CNA on day | No | | Year to date productivity is 67.2% and 21,631 hours over target representing 10.7 FTEs. Unit has been staffed well over Matrix and we cannot extend the matrix at this time. |



| Campus | Unit | Unit-based Staffing Committee Request | Consensus (Yes/No) | Partial Consensus: We Have Agreed to the Following | Additional Comments |
|----------|-----------------------|---|--------------------|--|--|
| Issaquah | MSU | Census point 12 – add 1 CNA on day and night | No | | Year to date productivity is 67.2% and 21,631 hours over target representing 10.7 FTEs. Unit has been staffed well over Matrix and we cannot extend the matrix at this time. |
| Issaquah | Med Gen ED | HUC/CNA role Add additional ED tech from 1p-1a | No | | This was discussed with Interim Manager and requesting group. We are not moving forward with this request at this time and are looking to not use ED techs as sitters as much as possible to mitigate feeling short. This request was for respiratory season only. |
| Issaquah | Med Surg | Matrix changed at census 15 and 16 | Yes | Consensus reached and signed staffing plans received by the unit staffing Committee | |
| Issaquah | Med Onc | Matrix change at census 10 and 11 | Yes | Consensus reached and signed staffing plans received by the unit staffing Committee | |
| Issaquah | Testing and treatment | Reduced 1 FTE. | Yes | Consensus reached and voluntary reductions by staff that wanted lower FTE. Reduced hours of service on Saturdays | |
| Issaquah | ICU | Matrix changed at census 10 | Yes | Consensus reached and signed staffing plans received by the unit staffing Committee | |
| | | | | | |
| | | | | | |

DATE: Charge RN 1900-070

DRAFT

SWEDISH SYSTEM
Charge RN 0700-1

| | 2:00a | 4:00a | 6:00a | 8:00a | 10:00a | 12:00p | 2:00p |
|---|---|-------------------------------|----------------------------------|-------------------------------|----------------------------------|----------------------------------|-------------------------------|
| Charge RNs | | | | | | | |
| RNs | | | | | | | |
| Triage / Resource | | | | | | | |
| (Total Staff) Times 2 (x2) | =SUM(D5:D7) =PRODUCT(D8*2) | =SUM(E5:E7) =PRODUCT(E8*2) | =SUM(F5,F6,F7) =PRODUCT(F8*2) | =SUM(G5:G7) =PRODUCT(G8*2) | =SUM(H5,H6,H7) =PRODUCT(H8*2) | =SUM(I5,I6,I7) =PRODUCT(I8*2) | =SUM(J5:J7) =PRODUCT(J8*2) |
| Active Labor/Recovery period (2hours) 1:1 | | | | | | | |
| Ripening/U complicated labor < 6cm 1:2 | | | | | | | |
| PP Couplets 1:3 | | | | | | | |
| Antepartum - Stable 1:3 | | | | | | | |
| Postpartum/Antepartum - Unstable 1:1 | | | | | | | |
| High Risk Surgical Procedure | | | | | | | |
| Cesarean Section 2:1 | | | | | | | |
| Twin deliveries (Identified staff available) 2:1 | | | | | | | |
| 6th floor Pre-OP (Edmonds) 1:1 | | | | | | | |
| 6th floor Post Op (Edmonds) 1:4 | | | | | | | |
| 6W PP patients (Edmonds) 1:3 | | | | | | | |
| 6W Surgical patients (Edmonds) 1:4 | | | | | | | |
| Triage Patients 1:3 | | | | | | | |
| Total Points Needed | =SUM(D11+D12+D13+) | =SUM(E11+E12+E13+E14+E) | =SUM(F11+F12+F13+F14+F) | =SUM(G11+G12+G13+G14+) | =SUM(H11+H12+H13+H14+) | =SUM(I11+I12+I13+I14+I15+) | =SUM(J11+J12+J13+J14+J15+) |
| Divide: Total staff by patient census Actual HPPD goal is _____ | =D8/D25 | =E8/E25 | =F8/F25 | =G8/G25 | =H8/H25 | =I8/I25 | =J8/J25 |
| Total # of deliveries | | | | | | | |
| Extended Recovery | | | | | | | |
| 1:2 ratio | Pharmacologic agents for inpatient cervical ripening Ripening/Uncomplicated/latent labor <6cm Minimum of 1 nurse to 2 women with assessment < | | | | | | |
| 1:1 ratio | 1:1 nurse to patient ratio for women with medical or obstetric complications, women in second-stage of labor and coverage for epidural anesthesia. Woman with medical fetal demise. Indeterminate or abnormal FHR pattern, women having a trial of labor attempting vaginal birth after cesarean birth complications during labor. 1:1 for women choosing to labor with minimal to no pharmacologic pain relief or medical intervention; when using intermittent auscultation for fetal assessment during active phase of the first stage of labor and during the second stage labor. Women using birthing balls or the shower or tub should not be left attended. Continuous bedside nursing attendance during initiation of regional anesthesia until condition is stable (at least for the first 30 minutes after initial dose) Active Labor pushing stage, continuous bedside nursing attendance to woman during the active pushing phase of second stage labor Recovery period (2hours) | | | | | | |
| 2:1 ratio | 2 RNs attend every birth, 1 RN for the mother and 1 During the initial admission to the OB PACU, 2 RN s 2 RNs should attend every cesarean birth, Critically | | | | | | |
| 1:3-4 ratio | 1 RN to 3-4 normal healthy mother-baby couplets r Low risk Antepartum | | | | | | |

Add all 2 hour census to get Total / 24 hours

