



2024 Staffing Plan Overview

Applicable To: Lake Chelan Health (Hospital)

Department: Patient Care Services/Nurse Staffing Committee

Date: 11/21/2023– Annual Review

All information listed and any revisions to this plan will be based on RCW 70.41.410 and RCW 70.41.420

Purpose Statement

The Staffing Plan for Nursing Services reflects the specific needs of Lake Chelan Health to meet patient care and organizational needs. This plan will have an ongoing evaluation by the Nurse Staffing Committee (at least semi-annually) and as a component of the annual budget process. All nursing staff and supervisory staff may provide input to the Nursing Staff Committee relevant to providing patient care.

Nurse Staffing Plan

The Nursing Staffing Plan has been formulated to identify the staffing needs based on the following criteria listed below:

1. Patient population and individual patient needs (acuity)
2. Average Daily census
3. Length of stay
4. Physical environment and available technology
5. Staff skill mix, including level of experience and required competencies
6. Availability of other personnel supporting nursing services on the unit
7. Strategies to enable registered nurses to take meal and rest breaks as required by law.
8. Standards of Nursing Practice as set forth by the State of Washington, national nursing professional associations, specialty nursing organizations and other health professional organizations.

Lake Chelan Health will post, in public areas, on each patient care unit, the core nurse staffing plan and the nurse staffing schedule for that shift for that unit, as well as the relevant clinical staffing for that shift. The staffing plan and current staffing levels will also be made available to patients and visitors upon request.

Core Nursing Staff for Patient Care Units

Med-Surg Unit (Includes Acute Care, Sub-Acute Rehab, Observation, Obstetrics)

Day Shift 0700-1930

RN-2

CNA-1

Unit Coordinator-1 (0600-1630)

Night Shift 1900-0730

RN-2

CNA-1

Emergency Department

Day Shift 0700-1930

RN-1

ED Tech-1

Night Shift 1900-0730

RN-1

ED Tech-1

Surgical Department

0700-0700, 24/7

RN-1

Surgical Tech-1

CRNA-1

PACU RN – 1-3 (Variable staff/hours depending on surgery schedule. Typically, Monday-Friday)

House Supervisor

Day Shift 0630-1900

RN-1

Night Shift 1830-0700

RN-1

Float/Resource Nurse

1000-2230

RN-1

Staffing Plan Variation

Additional staffing may be required for 1:1 patients, including behavioral, high acuity, and obstetric patients or increased patient census/volume at the discretion of the House Supervisor or Nurse Manager. In the event of low census, an RN and/or CNA may be floated if properly trained or placed on-call at discretion of the House Supervisor or Nurse Manager. If census, acuity, or patient mix indicates need, an additional RN may be placed on-call/called in to work at discretion of the House Supervisor or designee. ED Tech hours may shift according to census, acuity, and season. Surgical Department staffing is addressed each weekday to support the volumes of procedures for the next day.

Chain of Command/Staffing Decision Tree

The House Supervisor or Nurse Manager (Monday - Friday) will make shift to shift assignment adjustments based on acuity, intensity, and census/volume. The Nurse Leader on Call or Administrator on Call are available 24/7.

Meals and Rest Breaks

RNs and CNAs are assigned meal breaks at the beginning of each shift by the House Supervisor. The House Supervisor and Float/Resource are available to provide breaks for units unable to break themselves.

National or Professional Guidelines

For Obstetrics staffing Lake Chelan Health follows the Standards for Professional Registered Nurse Staffing for Perinatal Units from the Association of Women’s Health, Obstetric and Neonatal Nurses. For the Surgical Department best practice guidelines from the Association of periOperative Registered Nurses are followed, including Conscious Sedation guidelines. For the Emergency Department best practice guidelines from the Emergency Nurses Association are followed.

Feedback and Evaluation

The Nurse Staffing Committee will meet quarterly for review and validation of the Staffing Plan, missed meal and lunch breaks, and any submitted Staffing Complaint Forms, ad hoc meetings can be scheduled as needed. Adjustments may be made to the Staffing Plan as needed during the 2023 year due to an anticipated increase in volume related to our new campus.

Approved By:

<u><i>Aaron C Edwards</i></u> Aaron C Edwards (Dec 5, 2023 10:21 PST) Aaron Edwards CEO	12/05/2023 Date
<u><i>Shawn Ottley</i></u> Shawn Ottley (Dec 6, 2023 10:27 PST) Shawn Ottley COO/CNO	12/06/2023 Date
<u><i>Rhianna Montgomery</i></u> Rhianna Montgomery (Dec 1, 2023 08:53 PST) Rhianna Montgomery DNS (Co-Chair)	12/01/2023 Date
<u><i>Susie Fenton</i></u> Susie Fenton (Dec 5, 2023 09:43 PST) ED Staff RN (Co-Chair)	12/05/2023 Date
<u><i>PMcCallum rn</i></u> PMcCallum rn (Dec 9, 2023 12:01 PST) House Supervisor Staff RN	12/09/2023 Date
<u><i>Kristie Davis Rn</i></u> Kristie Davis Rn (Jan 15, 2024 16:59 PST) MSU Staff RN	01/15/2024 Date
<u><i>Belaynesh Halefom</i></u> Belaynesh Halefom (Dec 14, 2023 21:51 PST) OB Staff RN	12/14/2023 Date

Teresa Donnell

[Teresa Donnell \(Dec 1, 2023 19:58 PST\)](#)

OR Staff RN

12/01/2023

Date

12/01/2023

Date

Sidney Driessen

[Sidney Driessen \(Dec 1, 2023 15:00 PST\)](#)

PACU RN