

Cover Page

The following is the nurse staffing plan for EvergreenHealth-Kirkland Campus (hospital/health system name as listed on the DOH website), submitted to the Washington State Department of Health in accordance with Revised Code of Washington 70.41.420.

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

December 17, 2020

I, the undersigned with responsibility for EvergreenHealth-Kirkland Campus (hospital/health system name), attest that the attached staffing plan and matrix was developed in accordance with RCW 70.41.420 for 2021_ (year) and includes all units covered under our hospital license under RCW 70.41. This plan was developed with consideration given to the following elements (please check):

- ✓ Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admissions, and transfers;
- ✓ Level of intensity of all patients and nature of the care to be delivered on each shift;
- ✓ Skill mix;
- ✓ Level of experience and specialty certification or training of nursing personnel providing care;
- ✓ The need for specialized or intensive equipment;
- ✓ The architecture and geography of the patient care unit, including but not limited to placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment;
- ✓ Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations;
- ✓ Availability of other personnel supporting nursing services on the patient care unit; and
- ✓ Strategies to enable registered nurses to take meal and rest breaks as required by law or the terms of an applicable collective bargaining agreement, if any, between the hospital and a representative of the nursing staff.

This staffing plan was adopted by the hospital on: December 17, 2020

As approved by Jeffrey J Tomlin, MD, Chief Executive Officer


Signature

Nurse Staffing Plan Purpose

This plan was developed for the management of scheduling and provision of daily staffing needs for the hospital, and to define a process that ensures the availability of qualified nursing staff to provide safe, reliable and effective care to our patients. This plan applies to all parts of the hospital licensed under RCW 70.41.

Nurse Staffing Plan Principles

- Access to high-quality nursing staff is critical to providing patients safe, reliable and effective care.
- The optimal staffing plan represents a partnership between nursing leadership and direct nursing care staff.
- Staffing is multifaceted and dynamic. The development of the plan must consider a wide range of variables.
- Data and measurable nurse sensitive indicators should help inform the staffing plan.

*These principles correspond to *The American Nursing Association Principles of Safe Staffing*.

Nurse Staffing Plan Policy

- The nurse staffing committee (committee) is responsible for the development and oversight of the nurse staffing plan to ensure the availability of qualified nursing staff to provide safe, reliable and effective care to our patients.
 - The committee's work is guided by its charter.
 - The committee meets on a regular basis as determined by the committee's charter.
 - The committee's work is informed by information and data from individual patient care units.
- Appropriate staffing levels for a patient care unit reflect an analysis of:

- Individual and aggregate patient needs;
- Staffing guidelines developed for specific specialty areas;
- The skills and training of the nursing staff;
- Resources and supports for nurses;
- Anticipated absences and need for nursing staff to take meal and rest breaks;
- Hospital data and outcomes from relevant quality indicators; and
- Hospital finances.

*The American Nurses Association does not recommend a specific staffing ratio, but rather to make care assignments based on acuity, patient needs and staff competencies.

- The analysis of the above information is aggregated into the hospital's nurse staffing plan. Each individual patient care unit may use the Nurse Staffing Committee Checklist to guide their work.
- Staff continuously monitor individual and aggregate patient care needs and make adjustments to staffing per agreed upon policy and collective bargaining agreement (if applicable).
- The committee will perform a semiannual review of the staffing plan. If changes are made to the staffing plan throughout the calendar year, an updated staffing plan will be submitted to DOH.
- The hospital is committed to ensuring staff are able to take meal and rest breaks as required by law, or collective bargaining agreement (if applicable). The committee considers breaks and strategies to ensure breaks when developing the plan. A global break policy may be used, or individual patient care units may have discretion in structuring breaks to meet specific needs

while meeting the requirements of the law. Data regarding missed or interrupted breaks will be reviewed by the committee to help develop strategies to ensure nurses are able to take breaks.

Nurse Staffing Plan Scope

***Acute care hospitals licensed under [RCW 70.41](#) are required by law to develop a nurse staffing plan. The plan must cover areas of the hospital that: 1) are under the hospital's license (RCW 70.41) and 2) where a nurse(s) provides patient care (i.e., "patient care unit").**

The following areas of the hospital are covered by the nurse staffing plan:

- ED
- ICU/CCU
- Medical/Surgical (8 Silver)
- Ortho Neuro Surgery (7 Silver)
- Oncology (6 Silver)
- Cardiac, Neuro, and Vascular (5 Silver)
- Progressive Care Unit (4 Silver)
- Family Maternity Center
- Neonatal Intensive Care Unit/Pediatrics
- Main Operating Room (Blue)
- Main Pre/Post Anesthesia (Blue)
- Comprehensive Procedural Center (Green)

Nurse Staffing Plan Critical Elements

The following represents critical elements about the nurse staffing plan: (List key decisions by the committee, factors listed on page one that resulted in or influenced changes in the final staffing plan, etc.)

- Patient needs and acuity,
- Staffing guidelines per national organizations i.e. AORN, AWOHN,
- Hospital admissions (including ED, OR, and Procedural),
- Average daily census,
- NDNQI data,
- Benchmarking data.

Nurse Staffing Plan Matrices

The following is an updated nurse staffing plan for EvergreenHealth-Kirkland Campus (hospital/health system name as listed on the DOH website), submitted to the Washington State Department of Health in accordance with Revised Code of Washington 70.41.420.

Nurse Staffing Plan Submission EvergreenHealth Kirkland

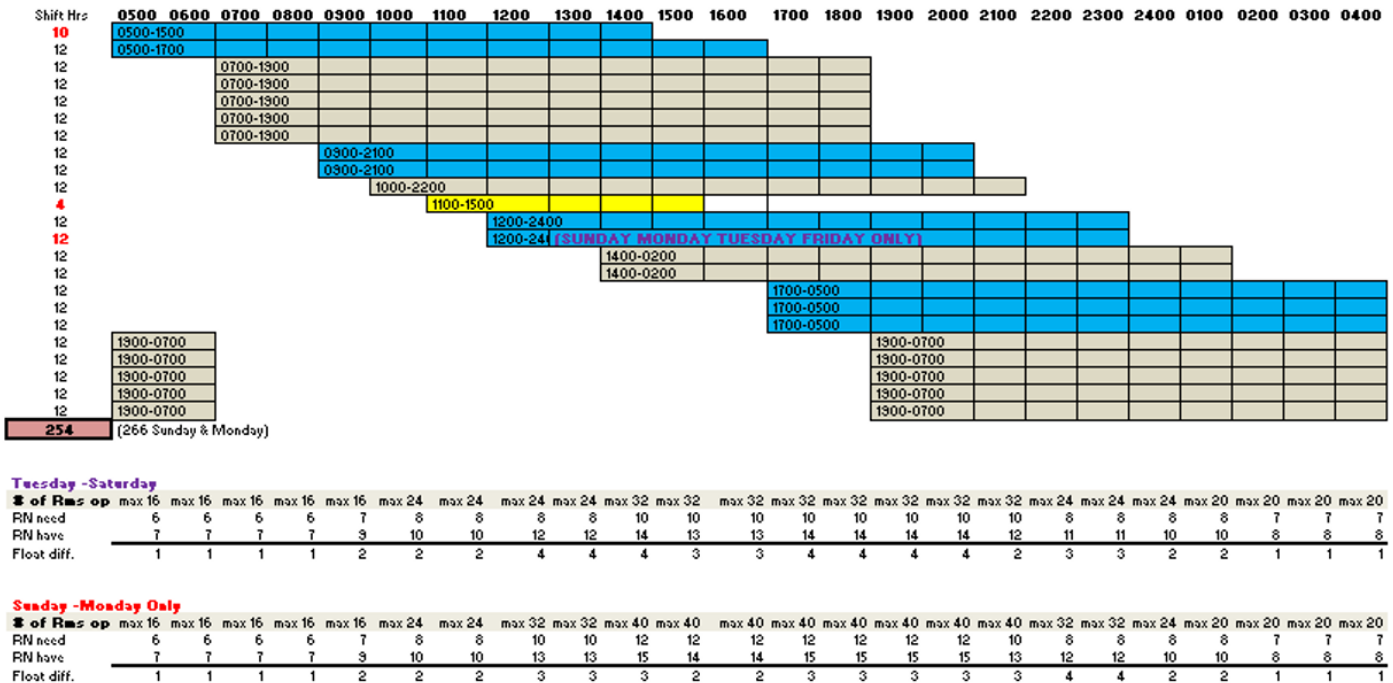
The following nurse staffing plan replaces the nurse staffing plan previously submitted to the Washington State Department of Health.

***Matrices are developed as a guide for shift-by-shift unit-based staffing decisions and are adjusted up or down based on patient factors and skill-mix of hospital staff.**

Emergency Department

2021 - 7230 Kirkland Emergency Department Nurse

CURRENT RN STAFFING - KIRKLAND



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Nurse Staffing Plan Submission EvergreenHealth Kirkland

2021 - 7230 Kirkland Emergency Department Techs

CURRENT EDT STAFFING - KIRKLAND

Shift Hrs	0700	0800	0900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	0100	0200	0300	0400	0500	0600			
12	0700-1900																										
12	0700-1900																										
12	0700-1900																										
12			0900-2100																								
12			1000-2200																								
12						1200-0000																					
12						1200-0000																					
12						1200-00	(SUNDAY MONDAY TUESDAY FRIDAY ONLY)																				
10											1700-0330																
12											1700-0500																
12													1900-0700														
12													1900-0700														
118	(130 Sunday & Monday)																										
Tuesday - Saturday																											
# of Rms	max 16	max 16	max 16	max 24	max 24	max 24	max 24	max 32	max 32	max 32	max 32	max 32	max 32	max 32	max 32	max 24	max 24	max 24	max 20	max 20	max 20	max 20	max 16	max 16			
EDT need	4	4	4	6	6	6	6	6	6	6	6	6	6	6	6	5	5	5	5	4	4	4	4	4			
EDT have	3	3	4	5	5	6	6	6	6	6	6	6	6	7	7	6	5	5	4	4	4	3	3	3			
Float diff.	-1	-1	0	-1	-1	0	0	0	0	0	0	2	2	1	1	0	-1	0	-1	-1	0	-1	-1	-1			
Sunday - Monday Only																											
# of Rms	max 16	max 16	max 16	max 24	max 24	max 32	max 32	max 40	max 40	max 40	max 40	max 40	max 40	max 40	max 40	max 32	max 32	max 24	max 20	max 20	max 20	max 16	max 16				
EDT need	4	4	4	6	6	6	6	7	7	7	7	7	7	7	7	6	5	5	5	4	4	4	4				
EDT have	3	3	4	5	5	7	7	7	7	7	7	9	8	8	7	6	6	4	4	4	3	3	3				
Float diff.	-1	-1	0	-1	-1	1	1	0	0	0	2	2	1	1	0	0	1	-1	-1	0	-1	-1	-1				

2021 - 7380 Redmond Emergency Department Nurse

CURRENT RN STAFFING - REDMOND																												
Shift Hrs	0700	0800	0900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	0100	0200	0300	0400	0500	0600				
12	0700-1900																											
12	0700-1900																											
8					1100-1900 (MONDAYS ONLY)																							
4						1200-1600 (TUESDAY FRIDAY SATURDAY ONLY)																						
12														1900-0700														
12														1900-0700														
60																												
Daily																												
RN have	2	2	2	2	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2		

2021 - 7380 Redmond Emergency Department Tech's

CURRENT EDT STAFFING - REDMOND																											
Shift Hrs	0700	0800	0900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	0100	0200	0300	0400	0500	0600			
12	0700-1900																										
10						1200-2200																					
12													1900-0700														
34																											
Daily																											
EDT have	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	1	1	1	1	1	1	1	1	1	1	

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

ICU/CCU

DAY (0700 - 1930)						NOC (1900 - 0730)						PRODUCTIVITY				
Census	Charge	RN	Floor NAC/HUC	HUC	Resource	Charge	RN	Floor NAC	HUC	HUC HPPD	Mingers	RN HPPD	UT HPPD	Total CARE HPPD	TARGET HPPD	VARIANCE/NOTES
20	1.0	10.0	2.0	0.0	0.0	1.0	10.0	2.0	0.0	0.0	0.7	13.6	2.4	16.02	19.14	
19	1.0	10.0	2.0	0.0	0.0	1.0	10.0	2.0	0.0	0.0	0.7	14.3	2.5	16.86	19.14	
18	1.0	10.0	2.0	0.0	0.0	1.0	10.0	2.0	0.0	0.0	0.7	15.1	2.7	17.80	19.14	
17	1.0	9.0	2.0	0.0	0.0	1.0	9.0	2.0	0.0	0.0	0.7	14.6	2.8	17.44	19.14	
16	1.0	9.0	2.0	0.0	0.0	1.0	9.0	2.0	0.0	0.0	0.7	15.5	3.0	18.53	19.14	
15	1.0	8.0	1.0	0.0	0.0	1.0	8.0	1.0	0.0	0.0	0.7	15.0	1.6	16.56	19.14	
14	1.0	8.0	1.0	0.0	0.0	1.0	8.0	1.0	0.0	0.0	0.7	16.0	1.7	17.74	19.14	TARGET ADC
13	1.0	7.0	1.0	0.0	0.0	1.0	7.0	1.0	0.0	0.0	0.7	15.4	1.8	17.26	19.14	
12	1.0	7.0	1.0	0.0	0.0	1.0	7.0	1.0	0.0	0.0	0.7	16.7	2.0	18.70	19.14	
11	1.0	6.0	1.0	0.0	0.0	1.0	6.0	1.0	0.0	0.0	0.7	16.0	2.2	18.22	19.14	
10	1.0	6.0	0.0	0.0	0.0	1.0	6.0	0.0	0.0	0.0	0.7	17.6	0.0	17.64	19.14	
9	1.0	5.0	0.0	0.0	0.0	1.0	5.0	0.0	0.0	0.0	0.7	16.9	0.0	16.93	19.14	
8	1.0	5.0	0.0	0.0	0.0	1.0	5.0	0.0	0.0	0.0	0.7	19.1	0.0	19.05	19.14	
7	1.0	4.0	0.0	0.0	0.0	1.0	4.0	0.0	0.0	0.0	0.7	18.3	0.0	18.34	19.14	
6	1.0	3.0	0.0	0.0	0.0	1.0	3.0	0.0	0.0	0.0	0.7	17.4	0.0	17.40	19.14	
5	1.0	3.0	0.0	0.0	0.0	1.0	3.0	0.0	0.0	0.0	0.7	20.9	0.0	20.88	19.14	
4	1.0	2.0	0.0	0.0	0.0	1.0	2.0	0.0	0.0	0.0	0.7	20.1	0.0	20.10	19.14	
3	1.0	2.0	0.0	0.0	0.0	1.0	2.0	0.0	0.0	0.0	0.7	26.8	0.0	26.80	19.14	
2	1.0	2.0	0.0	0.0	0.0	1.0	2.0	0.0	0.0	0.0	0.7	40.2	0.0	40.20	19.14	
1	1.0	2.0	0.0	0.0	0.0	1.0	2.0	0.0	0.0	0.0	0.7	80.4	0.0	80.40	19.14	
1 Charge RN =2 Patients NAC/HUC = 15 Patients						RN TARGETS RN = HPPD NAC = HPPD Total: 19.14						CCU Staffing Matrix 2021				

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

Medical/Surgical (8 Silver)

DAY (0700 - 1930)						NOC (1900 - 0730)					PRODUCTIVITY						NOTES
											RN	NAC	NAC	DIRECT	DIRECT	TOTAL	
Census	CH RN: 2nd RN is a Resource RN	RN	CCR NAC	FL NAC	HUC	CH RN	RN	CCR NAC*	FL NAC	NAC HUC	RN HPPD	UT HPPD	s CCR HPPD	CARE HPPD	s CCR HPPD	TARGE T NHPPD	
50	2.00	11.0	1.0	6.0	1.0	2.00	9.0	1.0	5.0	0.5	5.8	3.1	2.6	8.88	8.40	9.68	
49	2.00	11.0	1.0	6.0	1.0	2.00	9.0	1.0	5.0	0.5	5.9	3.2	2.7	9.06	8.57	9.68	
48	2.00	11.0	1.0	6.0	1.0	2.00	9.0	1.0	5.0	0.5	6.0	3.3	2.8	9.25	8.75	9.68	
47	2.00	11.0	1.0	6.0	1.0	2.00	8.0	1.0	5.0	0.5	5.9	3.3	2.8	9.19	8.68	9.68	
46	2.00	11.0	1.0	6.0	1.0	2.00	8.0	1.0	5.0	0.5	6.0	3.4	2.9	9.39	8.87	9.68	
45	2.00	11.0	1.0	6.0	1.0	2.00	8.0	1.0	5.0	0.5	6.1	3.5	2.9	9.60	9.07	9.68	
44	2.00	10.0	1.0	6.0	1.0	2.00	8.0	1.0	5.0	0.5	6.0	3.5	3.0	9.55	9.00	9.68	
43	2.00	9.0	1.0	6.0	1.0	2.00	8.0	1.0	5.0	0.5	5.9	3.6	3.1	9.49	8.93	9.68	
42	2.00	9.0	1.0	6.0	1.0	2.00	8.0	1.0	4.0	0.5	6.0	3.4	2.9	9.43	8.86	9.68	
41	2.00	9.0	1.0	5.0	1.0	2.00	7.0	1.0	4.0	0.5	5.9	3.2	2.6	9.07	8.49	9.68	
40	2.00	9.0	1.0	5.0	1.0	2.00	7.0	1.0	4.0	0.5	6.0	3.3	2.7	9.30	8.70	9.68	
39	2.00	8.0	1.0	5.0	1.0	2.00	7.0	1.0	3.0	0.5	5.8	3.1	2.5	8.92	8.31	9.68	
38	2.00	8.0	1.0	5.0	1.0	2.00	7.0	1.0	3.0	0.5	6.0	3.2	2.5	9.16	8.53	9.68	
37	2.00	8.0	1.0	4.0	1.0	2.00	7.0	1.0	3.0	0.5	6.2	2.9	2.3	9.08	8.43	9.68	
36	2.00	8.0	1.0	4.0	1.0	2.00	7.0	1.0	3.0	0.5	6.3	3.0	2.3	9.33	8.67	9.68	
35	2.00	8.0	1.0	4.0	1.0	2.00	7.0	1.0	3.0	0.5	6.5	3.1	2.4	9.60	8.91	9.68	
34	2.00	8.0	1.0	4.0	1.0	2.00	7.0	1.0	3.0	0.5	6.7	3.2	2.5	9.88	9.18	9.68	
33	2.00	8.0	1.0	4.0	1.0	2.00	7.0	1.0	3.0	0.5	6.9	3.3	2.5	10.18	9.45	9.68	
32	1.0	7.0	1.0	4.0	1.0	1.0	6.0	1.0	3.0	0.5	5.6	3.4	2.6	9.00	8.25	9.68	
31	1.0	7.0	1.0	4.0	1.0	1.0	6.0	1.0	3.0	0.5	5.8	3.5	2.7	9.29	8.52	9.68	Target ADC
30	1.0	7.0	1.0	4.0	1.0	1.0	6.0	1.0	3.0	0.5	6.0	3.6	2.8	9.60	8.80	9.68	
29	1.0	6.0	1.0	4.0	1.0	1.0	5.0	1.0	3.0	0.5	5.4	3.7	2.9	9.10	8.28	9.68	
28	1.0	6.0	1.0	4.0	1.0	1.0	5.0	1.0	3.0	0.5	5.6	3.9	3.0	9.43	8.57	9.68	
27	1.0	6.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.5	5.8	3.6	2.7	9.33	8.44	9.68	
26	1.0	6.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.5	6.0	3.7	2.8	9.69	8.77	9.68	
25	1.0	5.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.5	5.8	3.8	2.9	9.60	8.64	9.68	
24	1.0	5.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.5	6.0	4.0	3.0	10.00	9.00	9.68	
23	1.0	5.0	1.0	3.0	1.0	1.0	4.0	1.0	2.0	0.5	5.7	3.7	2.6	9.39	8.35	9.68	
22	1.0	5.0	1.0	3.0	1.0	1.0	4.0	1.0	2.0	0.5	6.0	3.8	2.7	9.82	8.73	9.68	
21	1.0	5.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.5	6.3	3.4	2.3	9.71	8.57	9.68	
20	1.0	5.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.5	6.6	3.6	2.4	10.20	9.00	9.68	
19	1.0	4.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.5	6.3	3.8	2.5	10.11	8.84	9.68	
18	1.0	4.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.5	6.7	4.0	2.7	10.67	9.33	9.68	
17	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.5	6.4	4.2	2.8	10.59	9.18	9.68	
16	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.5	6.8	4.5	3.0	11.25	9.75	9.68	
15	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.5	7.2	4.8	3.2	12.00	10.40	9.68	
14	1.0	3.0	1.0	2.0	1.0	1.0	2.0	1.0	2.0	0.5	6.0	5.1	3.4	11.14	9.43	9.68	
13	1.0	3.0	1.0	2.0	1.0	1.0	2.0	1.0	2.0	0.5	6.5	5.5	3.7	12.00	10.15	9.68	
12	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.5	6.0	4.0	2.0	10.00	8.00	9.68	
11	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.5	6.5	4.4	2.2	10.91	8.73	9.68	
10	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.5	7.2	4.8	2.4	12.00	9.60	9.68	
Please note lines in red are where we do not meet productivity. DO not keep the census at these numbers																	
charge RN 0 patients		charge RN 0 patients		NDNQI PRODUCTIVITY TARGETS													
RN = 4-5 patients		RN = 5-6 patients		RN = 6.26PPD													
NAC = 8-9 patients		NAC = 8-10 patients		NAC = 3.42 PPD													
After 32 pts 5 Blue will have a Huc tech																	

Nurse Staffing Plan Submission EvergreenHealth Kirkland

Ortho Neuro Surgery (7 Silver)

DAY (0700 - 1930)						NOC (1900 - 0730)					PRODUCTIVITY						NOTES	
Census	CH RN	RN	CCR NAC*	FL NAC	HUC/ NAC	CH RN	RN	CCR NAC*	FL NAC	NAC/ HUC	RN HPPD	UT HPPD	s CCR HPPD	CARE HPPD	s CCR HPPD	TARGET NHPPD	s CCR HPPD	
32	1.0	7.0	1.0	4.0	1.0	1.0	6.0	1.0	3.0	0.67	5.6	3.4	2.6	9.00	8.25	9.68	1.43	
31	1.0	7.0	1.0	4.0	1.0	1.0	6.0	1.0	3.0	0.67	5.8	3.5	2.7	9.29	8.52	9.68	1.16	
30	1.0	7.0	1.0	4.0	1.0	1.0	6.0	1.0	3.0	0.67	6.0	3.6	2.8	9.60	8.80	9.68	0.88	
29	1.0	6.0	1.0	4.0	1.0	1.0	5.0	1.0	3.0	0.67	5.4	3.7	2.9	9.10	8.28	9.68	1.40	
28	1.0	6.0	1.0	4.0	1.0	1.0	5.0	1.0	3.0	0.67	5.6	3.9	3.0	9.43	8.57	9.68	1.11	
27	1.0	6.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.67	5.8	3.6	2.7	9.33	8.44	9.68	1.24	
26	1.0	6.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.67	6.0	3.7	2.8	9.69	8.77	9.68	0.91	
25	1.0	6.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.67	6.2	3.8	2.9	10.08	9.12	9.68	0.56	
24	1.0	5.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.67	6.0	4.0	3.0	10.00	9.00	9.68	0.68	TARGET ADC
23	1.0	5.0	1.0	3.0	1.0	1.0	4.0	1.0	2.0	0.67	5.7	3.7	2.6	9.39	8.35	9.68	1.33	
22	1.0	5.0	1.0	3.0	1.0	1.0	4.0	1.0	2.0	0.67	6.0	3.8	2.7	9.82	8.73	9.68	0.95	
21	1.0	5.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.67	6.3	3.4	2.3	9.71	8.57	9.68	1.11	
20	1.0	5.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.67	6.6	3.6	2.4	10.20	9.00	9.68	0.68	
19	1.0	4.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.67	6.3	3.8	2.5	10.11	8.84	9.68	0.84	
18	1.0	4.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.67	6.7	4.0	2.7	10.67	9.33	9.68	0.35	
17	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.67	6.4	4.2	2.8	10.59	9.18	9.68	0.50	
16	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.67	6.8	4.5	3.0	11.25	9.75	9.68	(0.07)	
15	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.67	7.2	4.8	3.2	12.00	10.40	9.68	(0.72)	
14	1.0	3.0	1.0	2.0	1.0	1.0	2.0	1.0	2.0	0.67	6.0	5.1	3.4	11.14	9.43	9.68	0.25	
13	1.0	3.0	1.0	2.0	1.0	1.0	2.0	1.0	2.0	0.67	6.5	5.5	3.7	12.00	10.15	9.68	(0.47)	
12	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.67	6.0	4.0	2.0	10.00	8.00	9.68	1.68	
11	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.67	6.5	4.4	2.2	10.91	8.73	9.68	0.95	
10	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.67	7.2	4.8	2.4	12.00	9.60	9.68	0.08	
** No staffing that required both split of RN and NAC																		
charge RN 0 patients			charge RN 0 patients			NDNQI PRODUCTIVITY TARGETS												
RN = 4-5 patients			RN = 5-6 patients			RN = 6.26 PPD												
NAC = 8-9 patients			NAC = 8-10 patients			NAC = 3.42 PPD												

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

Oncology (6 Silver)

DAY (0700 - 1930)						NOC (1900 - 0730)					PRODUCTIVITY								NOTES
Census	CH RN	RN	CCR NAC	FL NAC	HUC	CH RN	RN	CCR NAC	FL NAC	NAC/ HUC	RN HPPD	UT HPPD	s CCR HPPD	CARE HPPD	s CCR HPPD	TARGET NHPPD	s CCR HPPD		
32	1.00	7	1	4	1	1.00	6	1	3	0.5	5.625	3.375	2.625	9	8.25	9.68	1.4		
31	1.0	7.0	1.0	4.0	1.0	1.0	6.0	1.0	3.0	0.50	5.8	3.5	2.7	9.29	8.52	9.68	1.16		
30	1.0	7.0	1.0	4.0	1.0	1.0	6.0	1.0	3.0	0.50	6.0	3.6	2.8	9.60	8.80	9.68	0.88		
29	1.0	6.0	1.0	4.0	1.0	1.0	5.0	1.0	3.0	0.50	5.4	3.7	2.9	9.10	8.28	9.68	1.40		
28	1.0	6.0	1.0	4.0	1.0	1.0	5.0	1.0	3.0	0.50	5.6	3.9	3.0	9.43	8.57	9.68	1.11		
27	1.0	6.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.50	5.8	3.6	2.7	9.33	8.44	9.68	1.24		
26	1.0	6.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.50	6.0	3.7	2.8	9.69	8.77	9.68	0.91		
25	1.0	6.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.50	6.2	3.8	2.9	10.08	9.12	9.68	0.56		
24	1.0	5.0	1.0	3.0	1.0	1.0	5.0	1.0	3.0	0.50	6.0	4.0	3.0	10.00	9.00	9.68	0.68		
23	1.0	5.0	1.0	3.0	1.0	1.0	4.0	1.0	2.0	0.50	5.7	3.7	2.6	9.39	8.35	9.68	1.33	TARGET ADC	
22	1.0	5.0	1.0	3.0	1.0	1.0	4.0	1.0	2.0	0.50	6.0	3.8	2.7	9.82	8.73	9.68	0.95		
21	1.0	5.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.50	6.3	3.4	2.3	9.71	8.57	9.68	1.11		
20	1.0	5.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.50	6.6	3.6	2.4	10.20	9.00	9.68	0.68		
19	1.0	4.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.50	6.3	3.8	2.5	10.11	8.84	9.68	0.84		
18	1.0	4.0	1.0	2.0	1.0	1.0	4.0	1.0	2.0	0.50	6.7	4.0	2.7	10.67	9.33	9.68	0.35		
17	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.50	6.4	4.2	2.8	10.59	9.18	9.68	0.50		
16	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.50	6.8	4.5	3.0	11.25	9.75	9.68	(0.07)		
15	1.0	4.0	1.0	2.0	1.0	1.0	3.0	1.0	2.0	0.50	7.2	4.8	3.2	12.00	10.40	9.68	(0.72)		
14	1.0	3.0	1.0	2.0	1.0	1.0	2.0	1.0	2.0	0.50	6.0	5.1	3.4	11.14	9.43	9.68	0.25		
13	1.0	3.0	1.0	2.0	1.0	1.0	2.0	1.0	2.0	0.50	6.5	5.5	3.7	12.00	10.15	9.68	(0.47)		
12	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.50	6.0	4.0	2.0	10.00	8.00	9.68	1.68		
11	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.50	6.5	4.4	2.2	10.91	8.73	9.68	0.95		
10	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	0.50	7.2	4.8	2.4	12.00	9.60	9.68	0.08		
** No staffing that required both split of RN and NAC																			
Charge RN 0 patients					Charge RN 0 patients					NDNQI PRODUCTIVITY TARGETS									
RN = 4-5 patients					RN = 5-6 patients					RN = 6.26 PPD									
NAC = 8-9 patients					NAC = 8-10 patients					NAC = 3.42 PPD									

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

Cardiac, Neuro, and Vascular (5 Silver)

DAY (0700 - 1930)						Eve				NOC (1900 - 0730)				PRODUCTIVITY				NOTES
										HUC			RN	NAC	DIRECT	TOTAL		
Census	CHRG RN	RN	Floor NAC	HUC	Resource	CHRG RN	RN	Floor NAC	HUC	HPPD	MGRS	RN HPPD	UT HPPD	CARE HPPD	TARGE T HPPD			
31	1.0	8.0	4.0	1.0	0.0	1.0	8.0	4.0	0.5	0.6	0.7	7.2	3.1	10.92	12.55			
30	1.0	8.0	4.0	1.0	0.0	1.0	8.0	4.0	0.5	0.6	0.7	7.5	3.2	11.28	12.55			
29	1.0	8.0	4.0	1.0	0.0	1.0	8.0	4.0	0.5	0.6	0.7	7.7	3.3	11.67	12.55			
28	1.0	7.0	4.0	1.0	0.0	1.0	7.0	4.0	0.5	0.6	0.7	7.2	3.4	11.23	12.55			
27	1.0	7.0	4.0	1.0	0.0	1.0	7.0	4.0	0.5	0.7	0.7	7.4	3.6	11.64	12.55			
26	1.0	7.0	3.0	1.0	0.0	1.0	7.0	3.0	0.5	0.7	0.7	7.7	2.8	11.17	12.55			
25	1.0	7.0	3.0	1.0	0.0	1.0	7.0	3.0	0.5	0.7	0.7	8.0	2.9	11.62	12.55			
24	1.0	6.0	3.0	1.0	0.0	1.0	6.0	3.0	0.5	0.8	0.7	7.4	3.0	11.10	12.55	TARGET ADC		
23	1.0	6.0	3.0	1.0	0.0	1.0	6.0	3.0	0.5	0.8	0.7	7.7	3.1	11.58	12.55			
22	1.0	6.0	3.0	1.0	0.0	1.0	6.0	3.0	0.5	0.8	0.7	8.0	3.3	12.11	12.55			
21	1.0	6.0	3.0	1.0	0.0	1.0	6.0	3.0	0.5	0.9	0.7	8.4	3.4	12.69	12.55			
20	1.0	5.0	3.0	1.0	0.0	1.0	5.0	2.0	0.5	0.9	0.7	7.6	3.0	11.52	12.55			
19	1.0	5.0	3.0	1.0	0.0	1.0	5.0	2.0	0.5	0.9	0.7	8.0	3.2	12.13	12.55			
18	1.0	5.0	3.0	1.0	0.0	1.0	5.0	2.0	0.5	1.0	0.7	8.5	3.3	12.80	12.55			
17	1.0	5.0	2.0	1.0	0.0	1.0	5.0	2.0	0.5	1.1	0.7	9.0	2.8	12.85	12.55			
16	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	1.1	0.7	8.0	3.0	12.15	12.55			
15	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	1.2	0.7	8.6	3.2	12.96	12.55			
14	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	1.3	0.7	9.2	3.4	13.89	12.55			
13	1.0	4.0	2.0	0.0	0.0	1.0	4.0	2.0	0.5	0.5	0.7	9.9	3.7	14.03	12.55			
12	1.0	3.0	2.0	0.0	0.0	1.0	3.0	2.0	0.5	0.0	0.7	8.7	4.0	12.70	12.55			
11	1.0	3.0	2.0	0.0	0.0	1.0	3.0	2.0	0.5	0.0	0.7	9.5	4.4	13.85	12.55			
10	1.0	3.0	1.0	0.0	0.0	1.0	3.0	1.0	0.5	0.0	0.7	10.4	2.4	12.84	12.55			
9	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.5	0.0	0.7	8.9	2.7	11.60	12.55			
8	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.5	0.0	0.7	10.1	3.0	13.05	12.55			
7	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.5	0.0	0.7	11.5	3.4	14.91	12.55			
6	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.5	0.0	0.7	9.4	0.0	9.40	12.55			
5	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.5	0.0	0.7	11.3	0.0	11.28	12.55			
4	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.5	0.0	0.7	14.1	0.0	14.10	12.55			
3	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.5	0.0	0.7	18.8	0.0	18.80	12.55			
2	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.5	0.0	0.7	28.2	0.0	28.20	12.55			
1	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.5	0.0	0.7	56.4	0.0	56.40	12.55			

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

Progressive Care Unit (4 Silver)

DAY (0700 - 1930)					NOC (1900 - 0730)					PRODUCTIVITY						
										HUC		RN	NAC	DIRECT	TOTAL	NOTES
Census	CHRG	RN	FL NAC	HUC	Resource	CHRG	RN	FL NAC	HUC	HPPD	MGRS	RN HPPD	UT HPPD	CARE HPPD	TARGET HPPD	
31	1.0	8.0	4.0	1.0	0.0	1.0	8.0	4.0	0.5	0.6	0.7	7.2	3.1	10.92	12.69	
30	1.0	8.0	4.0	1.0	0.0	1.0	8.0	4.0	0.5	0.6	0.7	7.5	3.2	11.28	12.69	
29	1.0	8.0	4.0	1.0	0.0	1.0	8.0	4.0	0.5	0.6	0.7	7.7	3.3	11.67	12.69	
28	1.0	7.0	4.0	1.0	0.0	1.0	7.0	4.0	0.5	0.6	0.7	7.2	3.4	11.23	12.69	
27	1.0	7.0	4.0	1.0	0.0	1.0	7.0	4.0	0.5	0.7	0.7	7.4	3.6	11.64	12.69	Target
26	1.0	7.0	4.0	1.0	0.0	1.0	7.0	4.0	0.5	0.7	0.7	7.7	3.7	12.09	12.69	
25	1.0	7.0	4.0	1.0	0.0	1.0	7.0	4.0	0.5	0.7	0.7	8.0	3.8	12.58	12.69	
24	1.0	6.0	3.0	1.0	0.0	1.0	6.0	3.0	0.5	0.8	0.7	7.4	3.0	11.10	12.69	
23	1.0	6.0	3.0	1.0	0.0	1.0	6.0	3.0	0.5	0.8	0.7	7.7	3.1	11.58	12.69	
22	1.0	6.0	3.0	1.0	0.0	1.0	6.0	3.0	0.5	0.8	0.7	8.0	3.3	12.11	12.69	
21	1.0	6.0	3.0	1.0	0.0	1.0	6.0	3.0	0.5	0.9	0.7	8.4	3.4	12.69	12.69	
20	1.0	5.0	3.0	1.0	0.0	1.0	5.0	2.0	0.5	0.9	0.7	7.6	3.0	11.52	12.69	
19	1.0	5.0	3.0	1.0	0.0	1.0	5.0	2.0	0.5	0.9	0.7	8.0	3.2	12.13	12.69	
18	1.0	5.0	3.0	1.0	0.0	1.0	5.0	2.0	0.5	1.0	0.7	8.5	3.3	12.80	12.69	
17	1.0	5.0	2.0	1.0	0.0	1.0	5.0	2.0	0.5	1.1	0.7	9.0	2.8	12.85	12.60	
16	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	1.1	0.7	8.0	3.0	12.15	12.69	
15	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	1.2	0.7	8.6	3.2	12.96	12.69	
14	1.0	4.0	2.0	1.0	0.0	1.0	4.0	2.0	0.5	1.3	0.7	9.2	3.4	13.89	12.69	
13	1.0	4.0	2.0	0.0	0.0	1.0	4.0	2.0	0.0	0.0	0.7	9.9	3.7	13.57	12.69	
12	1.0	3.0	2.0	0.0	0.0	1.0	3.0	2.0	0.0	0.0	0.7	8.7	4.0	12.70	12.69	
11	1.0	3.0	2.0	0.0	0.0	1.0	3.0	2.0	0.0	0.0	0.7	9.5	4.4	13.85	12.69	
10	1.0	3.0	1.0	0.0	0.0	1.0	3.0	1.0	0.0	0.0	0.7	10.4	2.4	12.84	12.69	
9	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.0	0.7	8.9	2.7	11.60	12.69	
8	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.0	0.7	10.1	3.0	13.05	12.69	
7	1.0	2.0	1.0	0.0	0.0	1.0	2.0	1.0	0.0	0.0	0.7	11.5	3.4	14.91	12.69	
6	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.7	9.4	0.0	9.40	12.69	
5	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.7	11.3	0.0	11.28	12.69	
4	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.7	14.1	0.0	14.10	12.69	
3	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.7	18.8	0.0	18.80	12.69	
2	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.7	28.2	0.0	28.20	12.69	
1	0.0	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.7	56.4	0.0	56.40	12.69	
1 Charge RN RN = 4 Patients NAC = 8 Patients			TARGETS RN = HPPD NAC = HPPD Total: 12.69					PCU Staffing Matrix 2020 (No split UT)								

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

Family Maternity Center

6076 Staffing Matrix for 2021

Matrix does not include OBED RNs, OR Circulator or Scrub Techs

Patient Census	Mon-Fri DAY					Mon - Fri NIGHT				Sat - Sun DAY				Sat - Sun NIGHT				Total WHpU			
	Charge RN	RN	Stabilizer	Floor NAC	Pre-Op/ Care Planner	Charge RN	RN	Stabilizer & Mentor	Floor NAC	Charge RN	RN	Stabilizer	Floor NAC	Charge RN	RN	Stabilizer & Mentor	Floor NAC	Roles			
																		RN HPPD	NAC HPPD	Pre-op/ Care Planner HPPD	Total Nursing HPPD
	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00				
42.98	2.00	21.00	1.00	3.00	0.60	2.00	17.00	1.00	3.00	2.00	18.00	1.00	4.00	2.00	17.00	1.00	3.00	12.01	1.75	0.12	13.88
64.00	2.00	29.00	1.00	5.00	0.60	2.00	27.00	1.00	3.00	2.00	28.00	1.00	5.00	2.00	28.00	1.00	3.00	11.59	1.50	0.08	13.17
63.00	2.00	28.00	1.00	5.00	0.60	2.00	26.00	1.00	3.00	2.00	27.00	1.00	5.00	2.00	26.00	1.00	3.00	11.34	1.52	0.08	12.94
62.00	2.00	28.00	1.00	5.00	0.60	2.00	26.00	1.00	3.00	2.00	27.00	1.00	5.00	2.00	26.00	1.00	3.00	11.53	1.54	0.08	13.15
61.00	2.00	27.00	1.00	5.00	0.60	2.00	26.00	1.00	3.00	2.00	26.00	1.00	5.00	2.00	26.00	1.00	3.00	11.52	1.57	0.08	13.17
60.00	2.00	27.00	1.00	5.00	0.60	2.00	24.00	1.00	3.00	2.00	25.00	1.00	5.00	2.00	24.00	1.00	3.00	11.25	1.60	0.09	12.94
59.00	2.00	27.00	1.00	5.00	0.60	2.00	24.00	1.00	3.00	2.00	25.00	1.00	5.00	2.00	24.00	1.00	3.00	11.45	1.62	0.09	13.16
58.00	2.00	27.00	1.00	5.00	0.60	2.00	23.00	1.00	3.00	2.00	24.00	1.00	5.00	2.00	23.00	1.00	3.00	11.38	1.65	0.09	13.12
57.00	2.00	27.00	1.00	5.00	0.60	2.00	23.00	1.00	3.00	2.00	24.00	1.00	5.00	2.00	23.00	1.00	3.00	11.58	1.68	0.09	13.35
56.00	2.00	27.00	1.00	5.00	0.60	2.00	23.00	1.00	3.00	2.00	24.00	1.00	5.00	2.00	23.00	1.00	3.00	11.78	1.71	0.09	13.59
55.00	2.00	27.00	1.00	5.00	0.60	2.00	23.00	1.00	3.00	2.00	24.00	1.00	5.00	2.00	23.00	1.00	3.00	12.00	1.74	0.09	13.83
54.00	2.00	27.00	1.00	5.00	0.60	2.00	23.00	1.00	3.00	2.00	24.00	1.00	5.00	2.00	23.00	1.00	3.00	12.22	1.77	0.09	14.09
53.00	2.00	27.00	1.00	5.00	0.60	2.00	22.00	1.00	3.00	2.00	23.00	1.00	5.00	2.00	22.00	1.00	3.00	12.16	1.81	0.10	14.06
52.00	2.00	26.00	1.00	4.00	0.60	2.00	22.00	1.00	3.00	2.00	23.00	1.00	5.00	2.00	22.00	1.00	3.00	12.23	1.68	0.10	14.01
51.00	2.00	26.00	1.00	4.00	0.60	2.00	22.00	1.00	3.00	2.00	23.00	1.00	5.00	2.00	22.00	1.00	3.00	12.47	1.71	0.10	14.28
50.00	2.00	26.00	1.00	4.00	0.60	2.00	22.00	1.00	3.00	2.00	23.00	1.00	5.00	2.00	22.00	1.00	3.00	12.72	1.74	0.10	14.57
49.00	2.00	25.00	1.00	4.00	0.60	2.00	21.00	1.00	3.00	2.00	22.00	1.00	5.00	2.00	21.00	1.00	3.00	12.49	1.78	0.10	14.37
48.00	2.00	25.00	1.00	4.00	0.60	2.00	18.00	1.00	3.00	2.00	22.00	1.00	5.00	2.00	21.00	1.00	3.00	12.22	1.82	0.11	14.14
47.00	2.00	25.00	1.00	4.00	0.60	2.00	18.00	1.00	3.00	2.00	22.00	1.00	5.00	2.00	21.00	1.00	3.00	12.48	1.86	0.11	14.44
46.00	2.00	23.00	1.00	4.00	0.60	2.00	18.00	1.00	3.00	2.00	21.00	1.00	5.00	2.00	19.00	1.00	3.00	12.15	1.90	0.11	14.16
45.00	2.00	23.00	1.00	4.00	0.60	2.00	18.00	1.00	3.00	2.00	20.00	1.00	5.00	2.00	18.00	1.00	3.00	12.27	1.94	0.11	14.32
44.00	2.00	21.00	1.00	4.00	0.60	2.00	18.00	1.00	3.00	2.00	20.00	1.00	4.00	2.00	18.00	1.00	3.00	12.16	1.90	0.12	14.18
43.00	2.00	21.00	1.00	3.00	0.60	2.00	17.00	1.00	3.00	2.00	18.00	1.00	4.00	2.00	17.00	1.00	3.00	12.01	1.75	0.12	13.88
42.00	2.00	21.00	1.00	3.00	0.60	2.00	17.00	1.00	3.00	2.00	18.00	1.00	4.00	2.00	17.00	1.00	2.00	12.29	1.71	0.12	14.12
41.00	2.00	21.00	1.00	3.00	0.60	2.00	16.00	1.00	2.00	2.00	18.00	1.00	4.00	2.00	16.00	1.00	2.00	12.30	1.54	0.13	13.97
40.00	2.00	19.00	1.00	2.00	0.60	2.00	16.00	1.00	2.00	2.00	17.00	1.00	3.00	2.00	16.00	1.00	2.00	12.10	1.28	0.13	13.51
39.00	2.00	18.00	0.00	2.00	0.60	2.00	16.00	1.00	2.00	2.00	16.00	0.00	3.00	2.00	16.00	1.00	2.00	11.79	1.32	0.13	13.24
38.00	2.00	18.00	0.00	2.00	0.60	2.00	16.00	1.00	2.00	2.00	16.00	0.00	3.00	2.00	15.00	1.00	2.00	12.01	1.35	0.13	13.50
37.00	2.00	16.00	0.00	2.00	0.60	2.00	15.00	1.00	2.00	2.00	14.00	0.00	3.00	2.00	13.00	1.00	2.00	11.27	1.39	0.14	12.80
36.00	2.00	15.00	0.00	2.00	0.60	2.00	14.00	1.00	2.00	2.00	14.00	0.00	3.00	2.00	13.00	1.00	2.00	11.11	1.42	0.14	12.68
35.00	2.00	14.00	0.00	2.00	0.60	2.00	14.00	1.00	2.00	2.00	14.00	0.00	3.00	2.00	12.00	1.00	2.00	11.09	1.47	0.15	12.70
34.00	2.00	13.00	0.00	2.00	0.60	2.00	13.00	1.00	2.00	2.00	13.00	0.00	3.00	2.00	12.00	1.00	2.00	10.81	1.51	0.15	12.47
33.00	2.00	13.00	0.00	2.00	0.60	2.00	12.00	1.00	2.00	2.00	13.00	0.00	3.00	2.00	12.00	1.00	2.00	10.88	1.55	0.16	12.59
32.00	2.00	11.00	0.00	2.00	0.60	2.00	11.00	1.00	2.00	2.00	13.00	0.00	3.00	2.00	11.00	1.00	2.00	10.31	1.60	0.16	12.07
31.00	2.00	11.00	0.00	2.00	0.60	2.00	10.00	1.00	2.00	2.00	11.00	0.00	3.00	2.00	11.00	1.00	2.00	10.15	1.65	0.17	11.97
30.00	2.00	10.00	0.00	2.00	0.60	2.00	10.00	1.00	2.00	2.00	11.00	0.00	3.00	2.00	10.00	1.00	2.00	10.09	1.71	0.17	11.97
29.00	2.00	10.00	0.00	1.00	0.60	2.00	10.00	0.00	2.00	2.00	11.00	0.00	2.00	2.00	10.00	1.00	2.00	10.14	1.36	0.18	11.67
28.00	2.00	10.00	0.00	1.00	0.60	2.00	9.00	0.00	2.00	2.00	10.00	0.00	2.00	2.00	9.00	1.00	2.00	9.95	1.40	0.18	11.54
27.00	2.00	10.00	0.00	1.00	0.60	2.00	9.00	0.00	2.00	2.00	9.00	0.00	2.00	2.00	8.00	1.00	2.00	10.07	1.46	0.19	11.71
26.00	2.00	9.00	0.00	1.00	0.60	2.00	8.00	0.00	2.00	2.00	8.00	0.00	2.00	2.00	8.00	1.00	2.00	9.67	1.51	0.20	11.38
25.00	2.00	9.00	0.00	1.00	0.60	2.00	8.00	0.00	2.00	2.00	8.00	0.00	2.00	2.00	8.00	1.00	2.00	10.05	1.57	0.21	11.83
24.00	2.00	8.00	0.00	1.00	0.60	2.00	7.00	0.00	1.00	2.00	8.00	0.00	2.00	2.00	8.00	1.00	1.00	9.76	1.14	0.21	11.11
23.00	2.00	8.00	0.00	1.00	0.60	1.00	7.00	0.00	1.00	1.00	8.00	0.00	1.00	1.00	8.00	1.00	1.00	9.51	1.04	0.22	10.78
22.00	2.00	7.00	0.00	1.00	0.60	1.00	7.00	0.00	1.00	1.00	8.00	0.00	1.00	1.00	8.00	1.00	1.00	9.56	1.09	0.23	10.88
21.00	2.00	7.00	0.00	1.00	0.50	1.00	7.00	0.00	1.00	1.00	8.00	0.00	1.00	1.00	8.00	1.00	1.00	10.01	1.14	0.20	11.36
20.00	2.00	6.00	0.00	1.00	0.50	1.00	7.00	0.00	1.00	1.00	7.00	0.00	1.00	1.00	7.00	1.00	1.00	9.74	1.20	0.21	11.16
19.00	1.00	6.00	0.00	1.00	0.50	1.00	6.00	0.00	1.00	1.00	7.00	0.00	1.00	1.00	7.00	1.00	1.00	9.36	1.26	0.22	10.84
18.00	1.00	6.00	0.00	1.00	0.50	1.00	6.00	0.00	1.00	1.00	6.00	0.00	1.00	1.00	6.00	1.00	1.00	9.50	1.33	0.24	11.06
17.00	1.00	6.00	0.00	1.00	0.40	1.00	5.00	0.00	1.00	1.00	6.00	0.00	1.00	1.00	5.00	1.00	1.00	9.35	1.41	0.20	10.96
16.00	1.00	6.00	0.00	1.00	0.40	1.00	5.00	0.00	1.00	1.00	5.00	0.00	1.00	1.00	5.00	1.00	1.00	9.72	1.50	0.21	11.43
15.00	1.00	6.00	0.00	1.00	0.40	1.00	5.00	0.00	1.00	1.00	5.00	0.00	1.00	1							

Nurse Staffing Plan Submission EvergreenHealth Kirkland

Neonatal Intensive Care Unit/Pediatrics

6172 Staffing Matrix for 2021

Number of Patients								Night Shift				WHpU Productivity				
	Day CH RN	1:1 to 1:3 RN	Resource	RN LC	Total RN Day Shift	Mgr	CNA Day	Nights CH RN	1:1 & 1:3 RN	Resource	Total RN Night Shift	MATRIX Total Worked Hrs	TARGET Total Worked Hrs	Variance Matrix to Actual	MATRIX Total WHpU	TARGET Total WHpU
0	1.0	1.0	0.0	0.0	2.0	1.4	0.0	1.0	1.0	0.0	2.0	65.4	0.0	65.44	0.00	14.23
1	1.0	1.0	0.0	0.0	2.0	1.4	0.0	1.0	1.0	0.0	2.0	65.4	14.2	51.21	65.44	14.23
2	1.0	1.0	0.0	0.0	2.0	1.4	0.0	1.0	1.0	0.0	2.0	77.4	28.5	48.98	38.72	14.23
3	1.0	1.5	0.0	0.0	2.5	1.4	0.0	1.0	1.5	0.0	2.5	89.4	42.7	46.76	29.81	14.23
4	1.0	2.0	0.0	0.5	3.5	1.4	0.0	1.0	2.0	0.0	3.0	105.4	56.9	48.53	26.36	14.23
5	1.0	2.0	0.0	0.5	3.5	1.4	0.0	1.0	2.0	0.0	3.0	115.4	71.1	44.30	23.09	14.23
6	1.0	2.5	0.0	0.5	4.0	1.4	0.0	1.0	2.5	0.0	3.5	127.4	85.4	42.07	21.24	14.23
7	1.0	3.0	0.0	0.5	4.5	1.4	0.4	1.0	3.0	0.0	4.0	143.3	99.6	43.68	20.47	14.23
8	1.0	3.0	0.0	0.5	4.5	1.4	0.4	1.0	3.0	0.0	4.0	143.3	113.8	29.46	17.91	14.23
9	1.0	3.5	0.0	0.5	5.0	1.4	0.4	1.0	3.5	0.0	4.5	155.4	128.1	27.39	17.27	14.23
10	1.0	3.5	0.0	0.7	5.2	1.4	0.4	1.0	3.5	0.0	4.5	157.1	142.3	14.84	15.71	14.23
11	1.0	4.0	0.0	0.7	5.7	1.4	0.4	1.0	4.0	0.0	5.0	169.1	156.5	12.61	15.37	14.23
12	1.0	4.0	0.0	0.7	5.7	1.4	0.4	1.0	4.0	0.0	5.0	169.1	170.7	(1.61)	14.09	14.23
13	1.0	4.5	0.0	0.7	6.2	1.4	0.4	1.0	4.5	0.0	5.5	181.1	185.0	(3.84)	13.93	14.23
14	1.0	5.0	0.0	0.7	6.7	1.4	0.4	1.0	5.0	0.0	6.0	193.1	199.2	(6.07)	13.79	14.23
15	1.0	5.5	0.0	0.7	7.2	1.4	0.4	1.0	5.5	0.0	6.5	205.1	213.4	(8.30)	13.67	14.23
16	1.0	6.0	0.0	0.7	7.7	1.4	0.4	1.0	6.0	0.0	7.0	217.1	227.6	(10.53)	13.57	14.23
17	1.0	6.0	1.0	0.7	8.7	1.4	0.4	1.0	6.0	1.0	8.0	241.1	241.9	(0.75)	14.18	14.23
18	1.0	6.5	1.0	0.7	9.2	1.4	0.4	1.0	6.5	1.0	8.5	253.1	256.1	(2.98)	14.06	14.23
19	1.0	6.5	1.0	0.7	9.2	1.4	0.4	1.0	6.5	1.0	8.5	253.1	270.3	(17.21)	13.32	14.23
20	1.0	7.0	1.0	0.7	9.7	1.4	0.4	1.0	7.0	1.0	9.0	265.1	284.6	(19.44)	13.26	14.23
21	1.0	7.5	1.0	0.7	10.2	1.4	0.4	1.0	7.5	1.0	9.5	277.1	298.8	(21.67)	13.20	14.23
22	1.0	8.0	1.0	0.7	10.7	1.4	0.4	1.0	8.0	1.0	10.0	289.1	313.0	(23.89)	13.14	14.23
23	1.0	8.5	1.0	0.7	11.2	1.4	0.4	1.0	8.5	1.0	10.5	301.1	327.2	(26.12)	13.09	14.23
24	1.0	9.0	1.0	0.7	11.7	1.4	0.4	1.0	9.0	1.0	11.0	313.1	341.5	(28.35)	13.05	14.23
25	1.0	9.5	1.0	0.7	12.2	1.4	0.4	1.0	9.5	1.0	11.5	325.1	355.7	(30.58)	13.00	14.23
26	1.0	10.0	1.0	0.7	12.7	1.4	0.4	1.0	10.0	1.0	12.0	343.1	369.9	(26.80)	13.20	14.23
27	1.0	10.5	1.0	0.7	13.2	1.4	0.4	1.0	10.5	1.0	12.5	355.1	384.2	(29.03)	13.15	14.23
28	1.0	11.0	1.0	0.7	13.7	1.4	0.4	1.0	11.0	1.0	13.0	367.1	398.4	(31.26)	13.11	14.23
29	1.0	11.5	1.0	0.7	14.2	1.4	0.4	1.0	11.5	1.0	13.5	379.1	412.6	(33.49)	13.07	14.23
30	1.0	12.0	1.0	0.7	14.7	1.4	0.4	1.0	12.0	1.0	14.0	391.1	426.8	(35.72)	13.04	14.23
31	1.0	12.5	1.0	0.7	15.2	1.4	0.4	1.0	12.5	1.0	14.5	403.1	441.1	(37.94)	13.00	14.23
32	1.0	13.0	1.0	0.7	15.7	1.4	0.4	1.0	13.0	1.0	15.0	415.1	455.3	(40.17)	12.97	14.23
33	1.0	13.5	1.0	0.7	16.2	1.4	0.4	1.0	13.5	1.0	15.5	427.1	469.5	(42.40)	12.94	14.23
34	1.0	14.0	1.0	0.7	16.7	1.4	0.4	1.0	14.0	1.0	16.0	439.1	483.7	(44.63)	12.92	14.23
35	1.0	14.5	1.0	0.7	17.2	1.4	0.4	1.0	14.5	1.0	16.5	457.1	498.0	(40.86)	13.06	14.23
36	1.0	15.0	1.0	0.7	17.7	1.4	0.4	1.0	15.0	1.0	17.0	469.1	512.2	(43.08)	13.03	14.23
37	1.0	15.5	1.0	0.7	18.2	1.4	0.4	1.0	15.5	1.0	17.5	481.1	526.4	(45.31)	13.00	14.23
38	1.0	16.0	1.0	0.7	18.7	1.4	0.4	1.0	16.0	1.0	18.0	493.1	540.7	(47.54)	12.98	14.23
39	1.0	16.5	1.0	0.7	19.2	1.4	0.4	1.0	16.5	1.0	18.5	505.1	554.9	(49.77)	12.95	14.23
40	1.0	17.0	1.0	0.7	19.7	1.4	0.4	1.0	17.0	1.0	19.0	517.1	569.1	(51.99)	12.93	14.23
41	1.0	17.5	1.0	0.7	20.2	1.4	0.4	1.0	17.5	1.0	19.5	529.1	583.3	(54.22)	12.91	14.23
42	1.0	18.0	1.0	0.7	20.7	1.4	0.4	1.0	18.0	1.0	20.0	541.1	597.6	(56.45)	12.88	14.23
43	1.0	18.5	1.0	0.7	21.2	1.4	0.4	1.0	18.5	1.0	20.5	553.1	611.8	(58.68)	12.86	14.23
44	1.0	19.0	1.0	0.7	21.7	1.4	0.4	1.0	19.0	1.0	21.0	565.1	626.0	(60.91)	12.84	14.23
45	1.0	19.5	1.0	0.7	22.2	1.4	0.4	1.0	19.5	1.0	21.5	577.1	640.3	(63.13)	12.82	14.23
46	1.0	20.0	1.0	0.7	22.7	1.4	0.4	1.0	20.0	1.0	22.0	589.1	654.5	(65.36)	12.81	14.23

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Nurse Staffing Plan Submission EvergreenHealth Kirkland

Main Operating Room (Blue)

Week day CALL begins at 2330--8 hours									
Mon, Tues Wed-- 1 RN									
Thurs, Fri-- 1 RN & 1 Scrub tech									
Week-end CALL begins at 0700--12 hours, 1900--12 hours									
Sat, Sun-- 1 RN, 1 Scrub, 1 SSA									
Sat, Sun-- 2 RN, 2 tech's									
Notes:									
The Surgical Services follows the AORN Position Statement on Perioperative Safe Staffing and On-Call Practices									
Intraoperative: 1 RN per patient per OR in the role of the RN circulator & 1 scrub person per patient per room									
The number of indirect care staff members will vary according to function, but traditional compliment is one indirect caregiver to 2 direct caregivers.									

Main Pre/Post Anesthesia (Blue)

3 Blue PSCU/PACU (7030)					
EvergreenHealth 3-Blue PSCU/PACU Staffing Matrix					
Covering 8 ORs, CPC, DI, and FMC	Charge RN	RN's	HUC/Tech	PSA	Total FTEs*
Monday	4	16	2	1	23
Tuesday	4	16	3	1	24
Wednesday	4	16	3	1	24
Thursday	4	16	3	1	24
Friday	4	16	3	1	24
Saturday	1	0	0	0	1
Sunday	1	0	0	0	1
Totals	22	80	14	5	121

Total # of Staff	
FTE RNs	28
FTE HUCs	5
FTE PSA	2
PD RNs	6
PD HUCs	1

*These numbers indicate employed individuals

FTE and all numbers indicative of number of shifts. These may be 8, 10, or 12 hours

EvergreenHealth 3-Blue PSCU/PACU RN Staffing Matrix - Breakdown by Hour																		
# RNs/ Time	500	600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200
1																		
2																		
3																		
4																		
5																4*	4*	
6	6*	6*																
7																		
8			8*															
9																		
10																		
11				11*														
12																		
13					13*													
14										14*								
15						15*												
16								15*										
17							16*											
18																		
19																		
20								20*										

* Includes 2 Charge RN (PSCU/PACU)

On-Call Staffing

Weekday Call
2200-0700 - 2 RNs
Weekend Call
0700-1900 - 2 RNs
1900-0700 - 2 RNs
Additional Weekend Staffing
0600-1830- 1 PSCU RN staffed
Notes:
Surgical services follows the ASPAN standards perioperative safe staffing and on call practices.
2 RNs in PACU when patient present

2-Purple OR (6081)		DAY SHIFT (M-F)							NIGHT SHIFT						
														NOC	
		RN	Scrub Techs	Staff Ratio			OR-Coord	RN	Scrub Tech	Staff Ratio			OR-Coord	WHpU Target = 19.61	
	OR-10	1	1				0.6	1	1				0.6	9.834	
	OR-11	0.75	1						1						
	OR-12														

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