COVER PAGE

The following is the comprehensive hospital staffing plan for Coulee Medical Center submitted to the Washington State Department of Health in accordance with Revised Code of Washington 70.41.420 for the year 2025 .

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Hospital Staffing Form

Attestation

Date: 7/1/24

I, the undersigned with responsibility for Coulee Medical Center attest that the attached hospital staffing plan and matrix are in accordance with RCW 70.41.420 for 2025 , and includes all units covered under our hospital license under RCW 70.41.

As approved by: Kelly Hughes, CEO



2/17/2025

Hospital Information

Name of Hospital: Coulee Med	dical Cente	er				
Hospital License #: HAC.F	S.000	00150				
Hospital Street Address: 411	Fortu	yn Roa	ad			
_{City/Town:} Grand Cou	lee	State: W	A		Zip code: 99133	
Is this hospital license affiliated w	Is this hospital license affiliated with more than one location? Yes No					
If "Yes" was selected, please proviocation name and address	ide the					
Review Type:	✓ Anr	nual	Review Dat	ne: 1/1/25		
neview Type.	Upd	late	Next Revie	w Date: 1/1	/26	
Effective Date: 7/1/24						
Date Approved: 7/1/24						

DOH 346-151 April 2024 Page 2 of 5

Hospital Information Continued (Optional)

Factors Considered in the Development of the Hospital Staffing Plan (check
all that apply):
Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations
Description:
Terms of applicable collective bargaining agreement
Description:
Relevant state and federal laws and rules including those regarding meal and rest breaks and use of overtime and on-call shifts
Description: Coulee Medical Center ensures staff are able to take meal and rest breaks as required by RCW 49.12.480.
Hospital finances and resources
Description:
Other
Description:

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Signature

CEO & Co-chairs Name:	Signature:	Date:
Kelly Hughes, CEO	Eelly Hughes	2/1//2025
Amy Haden, Co-Chair	Signed by: Unite Haddla.	2/13/2025
Rachael Seekins, Co-Chair	CONTRACTOR OF THE CONTRACTOR O	2/17/2025
		_

Total Votes					
# of Approvals	# of Denials				
10	0				

Access unit staffing matrices here.

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To request this document in another format, call 1-800-525-0127. Deaf or hard of hearing customers, please call 711 (Washington Relay) or email doh.information@doh.wa.gov.

Fixed Staffing Matrix

Unit/ Clinic Name:	Coulee Medical Center							
Unit/ Clinic Type: Emergency Departmen								
Unit/ Clinic Address:	411 Fortu	411 Fortuyn Rd Grand Coulee, Washington 99133						
Effective as of:		1-Jul-2	5					
Hours of the day								
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		
	Day Shift 0600-1830	12.5	1	0	0	0		
	NOC Shift 1800-0630	12.5	1	0	0	0		
	Midshift 1100-2330	12.5	1	0	0	0		
Sunday								
	Day Shift 0600-1830	12.5	1	0	0	0		
	NOC Shift 1800-0630	12.5	1	0	0	0		
	Midshift 1100-2330	12.5	1	0	0	0		
Monday								
	Day Shift 0600-1830	12.5	1	0	0	0		
	NOC Shift 1800-0630	12.5	1	0	0	0		
	Midshift 1100-2330	12.5	1	0	0	0		

Torridado						
Tuesday						
	Day Shift 0600-1830	12.5	1	0	0	0
	NOC Shift 1800-0630	12.5	1	0	0	0
	Midshift 1100-2330	12.5	1	0	0	0
Wednesday						
				 		
				 		
	Day Shift 0600-1830	12.5	1	0	0	0
	NOC Shift 1800-0630	12.5	1	0	0	0
	Midshift 1100-2330	12.5	1	0	0	0
Thursday						
Thursday						
	Day Shift 0600-1830	12.5	1	0	0	0
	NOC Shift 1800-0630	12.5	1	0	0	0
	Midshift 1100-2330	12.5	1	0	0	0
Friday				-		
	Day Shift 0600-1830	12.5	1	0	0	0
	NOC Shift 1800-0630	12.5	1	0	0	0
	Midshift 1100-2330	12.5	1	0	0	0
Saturday						
Saturday						



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Unit Information

one mornation						
Additional Care Team Members						
		Shift Coverage				
Occupation Nurse Manager	Day Mon-Thurs	Evening	Night	Weekend		
ED Provider	X	X	Х	X		
Unit Information						

 ✓	Activity such as patient admissions, discharges, and transfers
Descrip	tion:
v	Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift
Descrip	tion:
	Skill mix
Descrip	
1	

Level of experience of nursing and patient care staff Description:
Need for specialized or intensive equipment
Description:
Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment
Description:
□ Other
Description:



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Fixed Staffing Matrix

Unit/ Clinic Name:	Outpatient					
Unit/ Clinic Type:	Infusions, Wound Care					
Unit/ Clinic Address:	411 Fortuyn Rd Grand Coulee, WA 99133					
Effective as of:		1-Jul-2	25			
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
	0630-1700	10	1	0	0	0
Monday						
	0630-1700	10	2	0	0	0
Torondoro						
Tuesday						
	0630-1700	10	2	0	0	0
	-					
			L	<u> </u>		

					I	
Mr. L I.						
Wednesday						
	0630-1700	10	2	0	0	0
Thursday						
mursuay						
	0630-1700	10	1	0	0	0
Friday						
,						



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Unit Information

Additional Care Team Members						
		Shift Coverage				
Occupation	Day	Evening	Night	Weekend		
Charge Nurse	X	X	Х	Х		
						
			<u> </u>			
Unit Information						

☑ Activity such as patient admissions, discharges, and transfers
Description:
☐ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift
Description:
□ Skill mix
Description:

Level of experience of nursing and patient care staff Description:
Need for specialized or intensive equipment
Description:
Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment
Description:
□ Other
Description:



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Fixed Staffing Matrix

Unit/ Clinic Name:	inic Name: Labor & Delivery						
Unit/ Clinic Type:	Antepartum, L&D, immediate Postpartum						
Unit/ Clinic Address:	ess: 411 Fortuyn Rd Grand Coulee, WA 99133						
Effective as of:		1-Jul-2	:5				
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	
	0600-1830	12	1	0	0	0	
	1800-0630	12	1	0	0		
Sunday							
,							
-							
-							
-							
	0600-1830	12	1	0	0	0	
	1800-0630	12	1	0	0	0	
_							
Monday							
-							
-							
-							
	0600-1830	12	1	0	0	0	
	1800-0630	12	1	0	0	0	

0500 1000	10				
					0
1800-0030	12	1	0	- 0	0
			+		0
1800-0630	12	1	0	0	0
		1	0	0	0
1800-0630	12	1	0	0	0
0600-1830	12	1	0	0	0
1800-0630	12	1	0	0	0
				+	
			+ +	+	
		+	+ +	+	
			+ +		
		1800-0630 12 0600-1830 12 1800-0630 12 0600-1830 12 1800-0630 12	1800-0630 12 1 0600-1830 12 1 1800-0630 12 1 1800-0630 12 1 1800-0630 12 1 0600-1830 12 1	1800-0630	1800-0630



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Unit Information

	Additional Care Team I	Members		
		Shift Coverage		
Occupation	Day	Evening	Night	Weekend
Charge Nurse	X	X	Х	X
Acute Care Nurses	X	Х	Х	X

Unit Information

☑ Activity such as patient admissions, discharges, and transfers
Description:
Description.
☐ Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift
Description:
□ Skill mix
Description:

Level of experience of nursing and patient care staff Description:
Need for specialized or intensive equipment
Description:
Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment
Description:
□ Other
Description:



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Fixed Staffing Matrix

Unit/ Clinic Name:	Surgical Services Operating Room/Admission/PACU (Phase I)/Discharge (Phase II)							
Unit/ Clinic Type:								
Unit/ Clinic Address:	411 For	411 Fortuyn Road, Grand Coulee, WA 99133						
Effective as of:		1-Jul-2	.5					
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		
	Day (0630-1600)	9.5	3	0	0	1		
	Evening/Night (On-Call)	14.5	1	0	0	1		
Monday								
	Day (0630-1600)	9.5	3	0	0	1		
	Evening/Night (On-Call)	14.5	1	0	0	1		
Tuesday								
		+						
	Day (0630-1600)	9.5	3	0	0	1		
	Evening/Night (On-Call)	14.5	1	0	0	1		

Wednesday						
	Day (0630-1600)	9.5	3	0	0	1
	Evening/Night (On-Call)	14.5	1	0	0	1
Thursday						
	On Call	24	1	0	0	1
Friday						
,						
	On Call	24	1	0	0	1
Saturday						
Saturday						
	On Call	24	1	0	0	1
			_	Ü		
Sunday						



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Unit Information

	Additional Care Team Mo	embers		
		Shift Coverage		
Occupation Sterile Processing Technician Nurse Manager	Day Monday-Thursday, 0630-1600 Monday-Thursday, 0630-1600	Evening	Night	Weekend
	Unit Informati	on.		
	Onit informati			

☐ Activity such as patient admissions, discharges, and transfers
Description:
Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift
Description:
☑ Skill mix
Description:

Level of experience of nursing and patient care staff
Description:
□ Need for specialized or intensive equipment
Description:
Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment
Description:
□ Other
Description:



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Patient Volume-based Staffing Matrix Formula Template

Unit/ Clinic Name:						0 -	uto Core					
Unit/ Clinic Name:		Acute Care										
Unit/ Clinic Type:		Medical/Surgical/Swing Beds										
Unit/ Clinic Addres	ss:	411 Fortuyn Road Grand Coulee, WA 99133										
Average Daily Cens	sus:		10			Maximu	m # of Beds:			25		
Effective as of:						1	-Jun-24					
Census												
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)	
	Day (6am-6pm)	12	2	0	0	0	24.00	0.00	0.00	0.00		
	Night (6pm- 6am)	12	2	0	0	0	24.00	0.00	0.00	0.00		
	Gailly	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		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	48.00	
	Day (6am-6pm)	12	2	0	0	0	12.00	0.00	0.00	0.00		
	Night (6pm-		_	_	_	_						
	6am)	12	2	0	0	0	12.00	0.00	0.00	0.00		
		0	0	0	0	0	0.00	0.00	0.00	0.00		
2 1		0	0	0	0	0	0.00	0.00	0.00	0.00		
2-Jan		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	24.00	
	Day (6am-6pm)	12	2	0	0	0	8.00	0.00	0.00	0.00		
	Night (6pm-											
	6am)	12	2	0	0	0	8.00	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		
3		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	16.00	
	Day (6am-6pm)	12	2	0	1	0	6.00	0.00	3.00	0.00	10.00	
	Night (6pm-	_	<u> </u>		-			1				
	6am)	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		
4		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	15.00
	Day (6am-6pm)	12	2	0	0	0	4.80	0.00	0.00	0.00	15.00
	Night (6pm-	12		0	-	0	4.60	0.00	0.00	0.00	
	6am)	12	2	0	0	0	4.80	0.00	0.00	0.00	
	11 ,	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		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	9.60
	Day (6am-6pm)	12	2	0	1	0	4.00	0.00	2.00	0.00	
	Night (6pm-										
	6am)	12	2	0	1	0	4.00	0.00	2.00	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	
6	_	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	12.00
	Day (6am 6nm)	12	2	0	1	0	3.43	0.00	1.71	0.00	12.00
	Day (6am-6pm) Night (6pm-	12		U	1	U	3.43	0.00	1./1	0.00	
	6am)	12	2	0	1	0	3.43	0.00	1.71	0.00	
	55,	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	
7		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	10.29
	Day (6am-6pm)	0 12	0 2	0	0			0.00		0.00	10.29
	Day (6am-6pm) Night (6pm-					0	0.00		0.00		10.29
		12 12	2	0	1	0 0	0.00 3.00 3.00	0.00	0.00 1.50	0.00	10.29
	Night (6pm-	12 12 0	2 2 0	0 0 0	1 1 0	0 0 0	0.00 3.00 3.00 0.00	0.00 0.00 0.00	0.00 1.50 1.50 0.00	0.00 0.00 0.00	10.29
	Night (6pm-	12 12 0 0	2 2 0 0	0 0 0	1 1 0 0	0 0 0 0	0.00 3.00 3.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 1.50 1.50 0.00 0.00	0.00 0.00 0.00 0.00	10.29
8	Night (6pm-	12 12 0 0	2 2 0 0	0 0 0 0	1 0 0	0 0 0 0 0	3.00 3.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00	0.00 1.50 1.50 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00	10.29
8	Night (6pm-	12 12 0 0 0	2 0 0 0 0	0 0 0 0	1 0 0 0 0	0 0 0 0 0	0.00 3.00 3.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 1.50 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	10.29
8	Night (6pm-	12 0 0 0 0 0	2 0 0 0 0	0 0 0 0 0 0	1 0 0 0 0	0 0 0 0 0 0	3.00 3.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 1.50 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00	10.29
8	Night (6pm-	12 0 0 0 0 0 0	2 0 0 0 0 0 0	0 0 0 0 0 0	1 0 0 0 0 0 0	0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 1.50 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	10.29
8	Night (6pm-	12 0 0 0 0 0 0 0	2 0 0 0 0 0 0 0	0 0 0 0 0 0 0	1 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
8	Night (6pm- 6am)	12 0 0 0 0 0 0 0 0	2 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	9.00
8	Night (6pm-6am) Day (6am-6pm)	12 0 0 0 0 0 0 0	2 0 0 0 0 0 0 0	0 0 0 0 0 0 0	1 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
8	Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
8	Night (6pm-6am) Day (6am-6pm)	12 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
8	Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
8	Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 0 0 0 0 0 0 0 0 0 0 12	2 0 0 0 0 0 0 0 0 0 0 2	0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
	Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 0 0 0 0 0 0 0 0 0 0 12	2 0 0 0 0 0 0 0 0 0 0 2	0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0 0 1	0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
	Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 0 0 0 0 0 0 0 0 0 0 12 12	2 0 0 0 0 0 0 0 0 0 0 2 2	0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0 1	0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
	Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 0 0 0 0 0 0 0 0 0 12 12 0 0 0	2 0 0 0 0 0 0 0 0 0 0 2 2	0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0 1 1	0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
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	Day (6am-6pm) Night (6pm-6am)	12 0 0 0 0 0 0 0 0 0 12 12 0 0 0 0 0 0 0	2 0 0 0 0 0 0 0 0 0 0 2 2 2 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00
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	Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 12 0 0 0 0 0 0 0 12 12 0 0 0 0 12 12	2 0 0 0 0 0 0 0 0 0 0 2 2 2 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00
9	Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 12 0 0 0 0 0 0 0 0 12 12	2 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00
	Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 12 0 0 0 0 0 0 0 12 12 12	2 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 1 1 1 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00
9	Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 12 0 0 0 0 0 0 0 0 12 12	2 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 1 1 1 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00
9	Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 12 0 0 0 0 0 0 0 0 12 12	2 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 1 1 1 0 0 0 0 0 1 1 1 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00
9	Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 12 0 0 0 0 0 0 0 0 12 12	2 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 1 1 1 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00
9	Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 12 0 0 0 0 0 0 0 0 0 0 12 12 12 0 0 0 0	2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 1 1 1 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00
9	Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-6am) Day (6am-6pm) Night (6pm-	12 12 0 0 0 0 0 0 0 0 12 12	2 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 0 0 0 0 0 0 0 0 0 0 1 1 1 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00 3.00 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	0.00 1.50 0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00	9.00

Night sport 12				I	ı				ı	ı		
11 10		Night (6pm-	12	,		,		2 27	0.00	2.40	0.00	
11 1		6am)										
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Day (Kism-Gard) 12 3 0 2 0 3.00 0.00 0.00 0.00 0.00					-				-			
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12 3 0 2 0 3.00 0.00 2.00 0.00			12	3	0	2	0	3.00	0.00	2.00	0.00	
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Day (Gam-Gem) 12 3 0 2 0 0 0 0 0 0 0 0			0	0	0	0	0	0.00	0.00	0.00	0.00	
Day (Gam-6pm) 12 3 0 2 0 2.77 0.00 1.85 0.00												
Night (Spm: Sam) 12			0	0	0	0	0	0.00	0.00	0.00	0.00	10.00
13		Day (6am-6pm)	12	3	0	2	0	2.77	0.00	1.85	0.00	
13 13		Night (6pm-										
13 0		6am)	12	3	0	2	0	2.77	0.00	1.85	0.00	
13			0	0	0	0	0	0.00	0.00	0.00	0.00	
14			0	0	0	0	0	0.00	0.00	0.00	0.00	
14 15 16 17 18 18 19 19 11 11 11 11 11 12 13 10 10 10 10 10 10 10 10 10	13		0	0	0	0	0	0.00	0.00	0.00	0.00	
14 0			0	0	0	0	0	0.00	0.00	0.00	0.00	
14			0	0	0	0	0	0.00	0.00	0.00	0.00	
Day (Gam-Gpm) 12 3 0 2 0 2.57 0.00 1.71 0.00			0	0	0	0	0	0.00	0.00	0.00	0.00	
Day (Sam-Spm) 12 3 0 2 0 2.57 0.00 1.71 0.00			0	0	0	0	0	0.00	0.00	0.00	0.00	
Day (6am-6pm) 12 3 0 2 0 2.57 0.00 1.71 0.00 Night (6pm-6am) 12 3 0 2 0 2.57 0.00 1.71 0.00			0	0	0	0	0	0.00	0.00	0.00	0.00	9.23
Night (6pm-6am)		Day (6am-6pm)	12	3	0	2	0	2.57	0.00	1.71	0.00	0.20
14 3 0 2 0 2.57 0.00 1.71 0.00							-				0.00	
14 0			12	3	0	2	0	2.57	0.00	1.71	0.00	
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15 Day (6am-6pm) 12 3 0 2 0 0 0 0 0 0 0 0	14											
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15 Day (6am-6pm) 12 3 0 2 0 2.40 0.00 0.00 0.00 0.00												
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Day (Gam-6pm)												
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Night (6pm-6am) 12 3 0 2 0 2.40 0.00 1.60 0.00		Day (6am-6nm)										6.37
15 Gam 12 3 0 2 0 2.40 0.00 1.60 0.00			12	,	0			2.40	0.00	1.00	0.00	
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15		odiii)										
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Day (6am-6pm) 12 4 0 2 0 2.82 0.00 1.41 0.00 Night (6pm-												
Night (6pm-			0	0	0		0	0.00	0.00	0.00	0.00	9.00
		Day (6am-6pm)	12	4	0	2	0	2.82	0.00	1.41	0.00	
6am) 12 4 0 2 0 2.82 0.00 1.41 0.00		Night (6pm-										
		6am)	12	4	0	2	0	2.82	0.00	1.41	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	
17		0	0	0	0	0	0.00	0.00	0.00	0.00	
17		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	8.47
	Day (6am-6pm)	12	4	0	2	0	2.67	0.00	1.33	0.00	0.47
	Night (6pm-						2.07	0.00	1.55	0.00	
	6am)	12	4	0	2	0	2.67	0.00	1.33	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	
18		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	8.00
	Day (6am-6pm)	12	4	0	2	0	2.53	0.00	1.26	0.00	
	Night (6pm-										
	6am)	12	4	0	2	0	2.53	0.00	1.26	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	
19		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	7.58
	Day (6am-6pm)	12	4	0	2	0	2.40	0.00	1.20	0.00	
	Night (6pm-										
	6am)	12	4	0	2	0	2.40	0.00	1.20	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	
20		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	7.20
	Day (6am-6pm)	12	5	0	3	0	2.86	0.00	1.71	0.00	
	Night (6pm-										
	6am)	12	5	0	2	0	2.86	0.00	1.14	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	
21		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	0.57
	Day (6 6)									0.00	8.57
	Day (6am-6pm)	12	5	0	3	0	2.73	0.00	1.64	0.00	
	Night (6pm-	12	5	0	,	0	2 72	0.00	1.00	0.00	
	6am)	12 0	0	0	0	0	2.73 0.00	0.00	1.09	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
22		0	0	0	0	0	0.00	0.00	0.00	0.00	
22		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 10
	Day (6am-6pm)	12	5	0	3	0	2.61	0.00	1.57	0.00	8.18
	Night (6pm-	12		U	3	U	2.01	0.00	1.5/	0.00	
	6am)	12	5	0	2	0	2.61	0.00	1.04	0.00	
	Gainij	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	
							0.00	1 5.50	5.55	5.00	

23		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	7.83
	Day (6am-6pm)	12	5	0	3	0	2.50	0.00	1.50	0.00	
	Night (6pm-										
	6am)	12	5	0	2	0	2.50	0.00	1.00	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	
24		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	7.50
	Day (6am-6pm)	12	5	0	3	0	2.40	0.00	1.44	0.00	
	Night (6pm-										
	6am)	12	5	0	3	0	2.40	0.00	1.44	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	
25		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	7.68



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Unit Information

	Additional Care Team Mer	mbers		
		Shift Coverage		
Occupation	Day	Evening	Night	Weekend
Social Worker-MSW/UR/DC Planner	Monday-Friday 8 hours			
Unit Secretary/NAC	Monday-Friday 8 hours			
Nurse Manager	4 days week/10 hour day			
Activities Assistant-Swing Bed	Monday-Friday 4 hour shifts flex schedule			
Nurse Scheduler-Clerical Support	Monday-Thursday-10 hour day			
Charge RN	in matrix- additional RN, 24/7			
OB Float nurses	7 Days week/24 hours day*			
	*When no OB patients, OB RNs float to ACU			
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Unit Information

7	Activity such as patient admissions, discharges, and transfers
✓	Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift
	Skill mix
	Level of experience of nursing and patient care staff
	Need for specialized or intensive equipment
	· · · · · · · · · · · · · · · · · · ·

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

Staffing Plan for Acute Care/Swing Beds/Non-Skilled swing bed is based on a 5:1 ratio using guidelines outlined by the American Nursing Association, recognizing that Coulee Medical Center is a unique Oritical Access Hospital, caring for a variety of patients in the Acute population at any given time. Census is typical of Medical or Swing bed patients, with low volume additions of post op surgical and low volume post-partum obstetrical patients. However, the Acute care nurses are tasked on occasion with caring for medically complex patients while they are awaiting transfer to higher level of care settings. Because of these unique patient makeup scenarios for our facility the following staffing considerations will serve as suggestions for Charge Nurses as they staff each shift.

Consideration of patient assignment:

1) Staff skill mix

Other

- a. Consider staff experience and level of knowledge
- 2) Geographical location of patients
 - a. Assign rooms as close together as possible, move patients as census decreases to facilitate this

Consideration of patient assignment:

- 1) Characteristics of patient (complexity, stability, acuity, resources available to meet the needs).
 - a. Increased complexity, stability, acuity and lack of resource assistant, consider lower patient to nurse ratio:
 - i. IVdrips
 - ii. Advanced airway support/titration
 - iii. Isolation precautions
 - iv. Frequent assessments (greater than every 4 hours, i.e. CIWA, COWS, ABGs)
 - v. Awaiting transfer to ICU level of care

Alternate staffing strategies:

- 1) If additional RN's are needed due to increased complexity, stability, acuity, due to call in's, or influx of admits or increased discharges the following resources will be used:
 - i. Charge RN can inquire if additional RN support is available from other departments
 - 1. Outpatient, Surgery, ERmid-shift
 - ii. Agency Staff
 - iii. Charge RN takes patient assignment
 - iv. Charge RN provides direct oversight/assistance
 - v. if skill mix warrants need with patient assignment