

Advanced Care Unit 12 Hour Shifts beginning at 0700 and 1900

Census	Days				Nights			
	Chg RN	RN	CNA/NE	US/NE	Chg RN	RN	CNA/NE	US/NE
1		2				2		
2		2				2		
3		2				2		
4		2				2		
5		2				2		
6		2				2		
7		2	1			2	1	
8		2	1	1		2	1	
9	1	2	1	1		2	1	
10	1	2	1	1		2	1	
11	1	3	1	1		2	1	
12	1	3	1	1		2	1	
13	1	3	2	1		2	1	
14	1	3	2	1		2	1	
15	1	4	2	1		3	1	
16	1	4	2	1	1	3	2	
17	1	4	2	1	1	3	2	
18	1	4	2	1	1	3	2	
19	1	5	2	1	1	4	2	
20	1	5	3	1	1	4	3	
21	1	5	3	1	1	4	3	
22	1	5	3	1	1	4	3	
23	1	6	3	1	1	5	3	
24	1	6	3	1	1	5	3	
25	1	6	3	1	1	5	3	
26	1	6	3	1	1	5	3	
27	1	7	3	1	1	6	3	
28	1	7	4	1	1	6	4	
29	1	7	4	1	1	6	4	
30	1	7	4	1	1	6	4	

4Center Medical/Surgical Unit

12 Hour Shifts beginning at 0700 & 1900

Census	Days				Nights			
	Chg RN	RN	CNA/NE	US/NE	Chg RN	RN	CNA/NE	US/NE
1		2				2		
2		2				2		
3		2				2		
4		2				2		
5		2				2		
6		2				2		
7		2	1			2		
8		2	1			2		
9		2	1			2	1	
10		2	1	1		2	1	
11	1	2	1	1		2	1	
12	1	2	2	1		2	1	
13	1	2	2	1		2	1	
14	1	2	2	1		3	1	
15	1	3	2	1		3	2	
16	1	3	2	1		3	2	
17	1	3	2	1		3	2	
18	1	3	2	1		3	2	
19	1	3	2	1		4	2	
20	1	4	3	1		4	2	
21	1	4	3	1		4	2	
22	1	4	3	1		4	2	
23	1	5	3	1		4	2	
24	1	5	3	1		5	2	
25	1	5	3	1		5	3	
26	1	5	3	1		5	3	

Pediatrics < 12 around a 1:3-4 Ratio

CIWA adjustment around 1:4 Ratio based on severity

0.33 = 4 hours of shift coverage at beginning of shift

*** Peds/CIWA Productive Nurse: Pt Ratio HPPD:**

1:6 = 4.0 hrs/da 1:4 = 6.0 hrs/day

1:5 = 4.8 hrs/da 1:3 = 8.0 hrs/day

Critical Care 12 Hour Shifts beginning at 0700 and 1900

Census	Days				Nights			
	Chg RN	RN*	CNA/NE	US/NE	Chg RN	RN	CNA/NE	US/NE
1	1	1			1	1		
2	1	1			1	1		
3	1	1			1	1		
4	1	2			1	2		
5	1	3	1		1	3	1	
6	1	3	1		1	3	1	
7	1	4	1		1	4	1	
8	1	4	1	1	1	4	1	
9	1	5	1	1	1	5	1	
10	1	5	1	1	1	5	1	
11	1	6	1	1	1	6	1	
12	1	6	1	1	1	6	1	
13	1	7	1	1	1	7	1	

***Cardiovascular Thoracic Staffing Guidelines:**

Immediate OR 1:1 till extubated and/or stable, then
 while at ICU level: 1:2
 while at Progressive Care (Stepdown) level: 1:3

***Consideration for RN 1:1 Staffing:** Therapeutic Hypothermia, Balloon Pumps, Impellas, Tandem Heart, and Critically Unstable.

*Overflow patients staffed as per ACU and/or Med/Surg Matrix

ED 1191 Staffing Matrix: Seven 12 hour shifts with staggered start times

Census	7am-7pm			9a-9p		10a-10p		11a-11p		12p-12a		12p-12a		1:30p		3p-3a		7p-7a			
	CHG	RN	ER Tech	US	RN	RN	RN	RN	RN	RN	RN	ER Tech	RN	ER Tech	RN	RN	RN	CHG	RN	ER Tech	US
130	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
120	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
110	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
100	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
90	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
80	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
70	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
60	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
50	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1



December 31, 2018

Nurse Staffing
Department of Health
Washington State
nursestaffing@doh.wa.gov

To Whom It May Concern:

Attached are Astria Regional Medical Center's (Hospital) proposed nurse staff matrices. Although the Hospital has existed for over a century, it has experienced four ownership changes in the last decade. Most recently, the Hospital was acquired by Astria Health in September 2017. Over the course of the last fifteen months, the Hospital has experienced stress requiring exceptional financial investment relating to infrastructure development, replacement of end of life equipment, substantial nurse recruitment efforts, and the creation, build, and implementation of a new electronic medical record system. Additionally, the Hospital initiated collective bargaining for new contracts with WSNA and SEIU, with both of these negotiations occurring concurrently. Contract bargaining is now approaching the one year mark and remains unresolved. At acquisition of the Hospital by Astria Health, there was no evidence of the Nurse Staffing Committee having met since 2014. The committee matrices currently in effect are from that year. The Hospital is acutely aware of the need to re-establish the Nurse Staffing Committee and will initiate that process in January. The matrices attached are proposed and will provide a starting point for the committee to begin its work.

Thank you in advance for your consideration and please feel free to call for any questions you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeff Egbert", with a long horizontal flourish extending to the right.

Jeff Egbert
Interim CEO