



509.826.1760 Hospital
509.826.1600 Clinic
mvhealth.org
PO Box 793
Omak, Washington 98841

Staffing Plan for Nursing Services

Date: 11/7/22

From: John R. White, MHA, CHW

Chief Executive Officer & Superintendent

To: Washington State Department of Health

Re: Comprehensive annual update of the Nurse Staffing Plan

As required by RCW 70.41.410 and RCW 70.41.420, Mid Valley Hospital submits the attached Nurse Staffing to the Department of Health.

Purpose statement

The Staffing Plan for Nursing Services reflects the healthcare environment of Mid Valley Hospital, a rural Critical Access Hospital in Omak, WA, designed to meet patient care and organizational needs. This plan was developed by the Hospital's Nurse Staffing Committee as per the above statutes, in collaboration with hospital executive leadership. 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 and supervisory staff are encouraged to provide input to the Nursing Staff Committee relevant to providing patient care.

Mid Valley's goal is to provide the highest levels of quality, safety, experience, and access for all those we serve, and do so sustainably and as a strong partner with community, Okanogan Valley healthcare providers, regional resources, and our regulatory and legislative constituencies.

Thank you for the opportunity to submit this plan.

* * * * *



509.826.1760 Hospital
509.826.1600 Clinic
mvhealth.org
PO Box 793
Omak, Washington 98841

Nurse Staffing Plan

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

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

Mid Valley Hospital 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.

Hospital Units

Med-Surg Unit (includes Acute Care, Swing Bed, Observation, and Post-Partum)

This area, with the greatest variability in volume and acuity, has a minimum staffing level of 2 licensed nurses with at least one being a Registered Nurse. Please see the attached staffing grid which presents the variable recommended minimum staffing based upon census. It should be noted that the staffing grid is a RECOMMENDATION and acuity and activity should dictate the actual need if different than the recommended staffing.



509.826.1760 Hospital
509.826.1600 Clinic
mvhealth.org
PO Box 793
Omak, Washington 98841

Labor, Delivery, & Recovery (LDR)

A minimum of 2 licensed nurses should be available for the Labor and Delivery area. If there are no patients, one of the nurses may be asked to float internally assisting colleagues in "clean" work until needed in the LDR. **If requested by the employee**, the second nurse may be placed "on call" if several factors are met.

1. The nurse is able to respond and arrive back at the hospital within 20 minutes
2. The nurses is not needed to assist in other areas of the hospital

Emergency Department (ED)

A minimum of 2 Registered Nurses should be available in the Emergency Department 24/7. The ER should be supplemented with a CNA 24/7 when one is available. The ER should be also supplemented with a 3rd RN that spans the busiest hours of the ER to provide meal relief as well as to meet patient care needs.


Operating Room

The Operating Room generally operates Monday through Friday from 0730-1630. It is staffed with a variable staffing plan that is associated with the anticipated OR schedule and may include between 1-4 Surgical Technicians and 1-4 Circulating RNs (a team of 1 RN and 1 Surgical Technician is required for every Operating Room being utilized. The Recovery Room (PACU) is staffed by RNs and are generally independent from the circulating nurses. The number needed depends on surgery schedule.

There is an OR team on call after hours to ensure coverage is 24/7. It consists of 1 Circulator RN, 1 PACU RN, and 1 Surgical Technician.

There is a Nursing Supervisor 24/7 assigned to the hospital. This nurse is usually free from direct care responsibilities, but may be called on to assist in any of the above areas if the Supervisor holds the competencies in the area.


Approved by:



Carlo A. Piraino Jr., DNP, RN CNO, Interim

07 NOV 2022

Date



John R. White, MHA, CHW CEO & Superintendent

November 7, 2022

Date



**Nurse Staffing Plan Matrix
November 2022**

Acute Care Census	Days (7a - 7p)					Nights (7p-7a)				
	RN	RN/LPN	CNA	WC		RN	LV/PN	CNA	WC	
1	1	0	0	0	0	1	0	0	0	0
2	1	0	0	0	0	1	0	0	0	0
3	1	0	0	0	0	1	0	0	0	0
4	1	0	1	0	0	1	0	0	0	0
5	1	0	1	1	1	1	0	1	1	0
6	1	1	1	1	1	1	1	1	1	0
7	1	1	1	1	1	1	1	1	1	0
8	1	1	1	1	1	1	1	1	1	0
9	2	0	1	1	1	2	0	1	1	0
10	2	0	1	1	1	2	0	1	1	0
11	2	1	1	1	1	2	1	1	1	0
12	2	1	1	1	1	2	1	1	1	0
13	2	1	1	1	1	2	1	1	1	0
14	2	1	2	1	1	2	1	1	1	0
15	2	1	2	1	1	2	1	1	1	0
16	3	1	2	1	1	3	1	1	1	0
17	3	1	2	1	1	3	1	1	1	0
18	3	1	2	1	1	3	1	1	1	0
19	3	1	2	1	1	3	1	2	1	0
20	3	1	2	1	1	3	1	2	1	0
21	3	2	2	1	1	3	2	2	1	1
22	3	2	2	1	1	3	2	2	1	1
23	3	2	2	1	1	3	2	2	1	1
24	3	2	2	1	1	3	2	2	1	1
25	3	2	2	1	1	3	2	2	1	1
SNF / Ext OPD Census	Days (7a - 7p)					Nights (7p-7a)				
	RN	RN/LPN	CNA	WC		RN	RN/ LPN	CNA	WC	
1	1	0	0	0	0	1	0	0	0	0
2	1	0	0	0	0	1	0	0	0	0
3	1	0	0	0	0	1	0	0	0	0
4	1	0	1	0	0	1	0	1	0	0
5	1	1	1	0	0	1	1	1	0	0
6	1	1	1	0	0	1	1	1	0	0
7	1	1	1	0	0	1	1	1	0	0
8	1	1	1	0	0	1	1	1	0	0

Labor, Delivery, Recovery Census	Days (7a-7p)					Nights (7p-7a)				
	RN	LVN	CNA	WC		RN	LVN	CNA	WC	
1	2	0	0	0	0	2	0	0	0	0
2	2	0	0	0	0	2	0	0	0	0
3	2	0	0	0	0	2	0	0	0	0
4	2	0	0	0	0	2	0	0	0	0

Emergency Room	Days (7-3)				Evenings (3-11)				Nights (11-7)			
	RN	LVN	CNA	WC	RN	LVN	CNA	UC	RN	LVN	CNA	WC
	2.5	0	1	0.3	3	0	1	0.3	2	0	1	0

Operating Rooms	Days (M-F)					On Call		
	NM	RN Circulator	PACU RN	Surg Tech	Ward Clerk	RN Circulator	PACU RN	Surg Tech
	1	1-4	1	1-4	1-4	1	1	1

NOTE: OR schedule based upon room schedule (start times and number of rooms)

Facility Minimum Staffing shall be:
 2 nurses (2 RN or 1 RN and 1 LPN) for IP
 2 RNs in the ER
 2 RNs in the labor and Delivery (1 may be on call locally or floated in-house w/o a preferably w/o a patient assignment)
 2 RN (Circulator and PACU) and 1 Surgical Technician on call
 The Nursing Supervisor may be the 2nd RN in one of these areas if they hold the competencies and as a last resort