

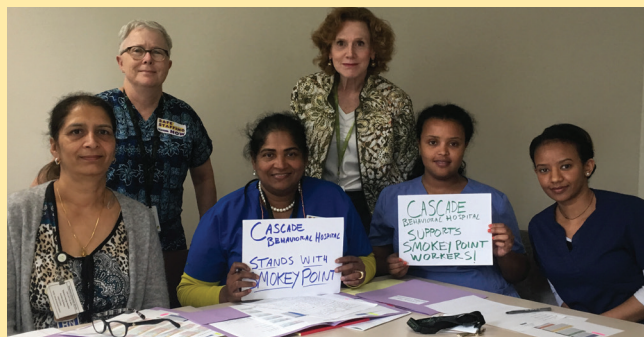
When Staffing Levels Match Patient Needs, Our Patients Get Quality Care

Quality care comes from having the staff we need to meet patient needs. We went to Olympia and shared our stories about what it looks like to work short staffed and our elected officials heard us. This year we won legislation to address staffing levels and concerns. This new law gives us an ongoing voice when staffing isn't right for patient care—but for our voice to be heard we must use the staffing complaint form. Issues that management doesn't resolve from our new staffing form can result in fines and investigations by the Department of Health. We hope this new law results in the best patient care possible, but if we still have staffing challenges we need the data from the forms to show that the law needs to be improved.

When to use the staffing complaint form:

- There aren't enough scheduled staff to follow the grid
- Patient acuity is too high for the number of staff on the floor
- Discharges, admissions and transfers are higher than planned
- If you go above the staff grid because of break coverage, sick calls, or a co-worker needing to leave the floor
- High number of q5, q15, or 1 – 1 patients on a shift without additional staff
- Anytime that you or a co-worker have more patients than the agreed-to ratio on the grid

Be sure to make a copy of the completed form and give to it your unit's staffing committee member.



"On 2W, our grid is followed but it doesn't match patient acuity. As a charge RN, I have to balance treatment plans, discharges, admissions, and caring for my patients. When we have a restrained patient that needs a 1 – 1, it makes it even more difficult to prioritize to deliver the best care to our patients. Help support the staffing law and fill out the staffing complaint form. It only takes five minutes!"

Bethlehem Gebre, 2W RN, Staffing Committee

Staffing committee:

Mandeep Grewal, 4W
Carol Myers, Rehab
Lizi Thomas, Detox
Lidia Abushet, 3W
Bethlehem Gebre, 2W
Diane Joyce, 2N

[illegible]

Is your unit's grid being followed?

Staffing grid

Rehab

Day and Evening

Beds	RN	CNA
1 - 14	1	1
15 - 24	2	1

NOC

Beds	RN	CNA
1 - 24	1	1

Detox

Day and Evening

Beds	RN	CNA / MHT
1 - 7	1	1
8 - 14	2	1
15 - 20	3	1

NOC

Beds	RN	CNA / MHT
1 - 7	1	1
18 - 20	2	1

3W

Day and Evening

Beds	RN	CNA / MHT
1 - 8	1	1
9 - 12	2	1
13 - 16	2	2
17 - 24	3	2
25	3	3
26 - 30	4	3

NOC

Beds	RN	CNA / MHT
1 - 10	1	1
11 - 15	1	2
16 - 30	2	2

4W

Day and Evening

Beds	RN	CNA
1 - 7	1	2
8 - 14	2	2
15	3	2
16 - 21	3	3

NOC

Beds	RN	CNA
1 - 8	1	1
9 - 15	1	2
16 - 21	2	2

2N

Day and Evening

Beds	RN	CNA / MHT
1 - 7	1	1
8 - 12	2	1
13 - 15	2	2
16 - 18	3	2

NOC

Beds	RN	CNA / MHT
1 - 7	1	1
8 - 18	1	2

2W

Day and Evening

Beds	RN	CNA / MHT
1 - 8	1	1
9 - 12	2	1
13 - 16	2	2
17 - 24	3	2

NOC

Beds	RN	CNA / MHT
1 - 10	1	1
11 - 15	1	2
16 - 24	2	2

