

2023 Nurse Staffing Plan

Effective 6/21/2023; Reviewed and Approved by Board on 6/27/2023

The Wray Community District Hospital, in compliance with state regulation HB 22-1401, provides the following summary of our nursing staffing plan.

Committee: The nursing staff committee that oversees the Nurse Staffing plan consists of 60% or more front line nursing staff. Committee meets at minimum four times annually. Committee reviews staffing plan, staffing audits, staff complaints, incidents (such as patient falls, medication errors, and other patient related incidents). Committee makes recommendations for staffing changes. Committee may be used for other nurse staff decision-making needs.

Committee includes 5 Frontline Staff RN's, 3 RN Administration staff; 1 CNA. (67%)

Adjusted Census: The total census used for staffing plan and staffing audits as adjusted by: number of patients, patient acuity, number of Admissions/Discharges/Transfers (ADT's) throughout the shift.

Staffed Bed Capacity: The current number of "staffed beds" available for the number of staff according to the current Nurse Staffing Plan.

Staffing Plan Methodology: We use the adjusted census, which is analyzed through staffing audits, to determine proper staffing levels for the Med-Surg, ER, OB, and Nursery Departments. Additional details considered, in addition to adjusted census, are staff-mix, experience of staff, licensure of staff.

Staffing Audits: The adjusted census is compared to the staffing expectations (as shown above) on a daily basis to determine if the unit was staffed appropriately. Staffing audits will account for additional staff (on call or office staff) working in determining if staffing was sufficient. When on call staff are not utilized, it is assumed that staffing was sufficient. Also, low census (which is determined by the charge nurse on the shift) will allow for fewer staff than indicated in the Appropriate Staffing Levels.

Appropriate Staffing Levels:

Staffing Plan as determined by Staffing Committee and as approved by administration and Board of Directors as of 6/27/2023:

Days Shift:	Monday:	1 Unit Clerk, 4 RN's, 2 CNA's
	Tuesday:	1 Unit Clerk, 3 RN's, 2 CNA's
	Wednesday:	1 Unit Clerk, 3 RN's, 2 CNA's
	Thursday:	1 Unit Clerk, 3 RN's, 2 CNA's
	Friday:	1 Unit Clerk, 3 RN's, 2 CNA's
	Saturday:	1 Unit Clerk, 2 RN's, 2 CNA
	Sunday:	1 Unit Clerk, 2 RN's, 2 CNA
Swing Shift:	Monday:	1 RN 10:30am – 11pm
	Tuesday:	1 RN 10:30am – 11pm
	Wednesday:	1 RN 10:30am – 11pm
Night Shift:	Monday:	3 RN's, 2 CNA's
	Tuesday:	3 RN's, 2 CNA's
	Wednesday:	2 RN's, 2 CNA
	Thursday:	2 RN's, 2 CNA
	Friday:	2 RN's, 2 CNA
	Saturday:	2 RN's, 2 CNA
	Sunday:	2 RN's, 2 CNA