

Responsible Staffing: Assuring Patient Safety and Economic Stability

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Responsible Staffing:

Assuring Patient Safety and Economic Stability

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Shared Governed Unit Staffing Council

- Review staffing guidelines yearly
- Develop processes & oversee self-scheduling for all staff
- Review & update seniority “perks.”
- Review & update vacation selection
- Review & update holiday scheduling s
- Review & update vacation selection
- Review & update guidelines to furlough & rotate staff to other units
- Develop charge nurse guidelines
- Develop charge nurse orientation
- Participate in the interview process for new staff & management positions



Schedule

- Develop a schedule for “Senior Staff”
- Develop a schedule for “Less Senior Staff”
- Merge schedules to insure an appropriate mix of staff experience & expertise

Synergy Model

The Charge RNs takes into consideration:

The complexion of the staff on duty
AND

The needs of each patient / family

Assignments are made to promote patient safety and best outcomes by...

Assignment Sheets

- Each RN provides report to the Charge RN
- Information includes acuity, procedures, transports, family

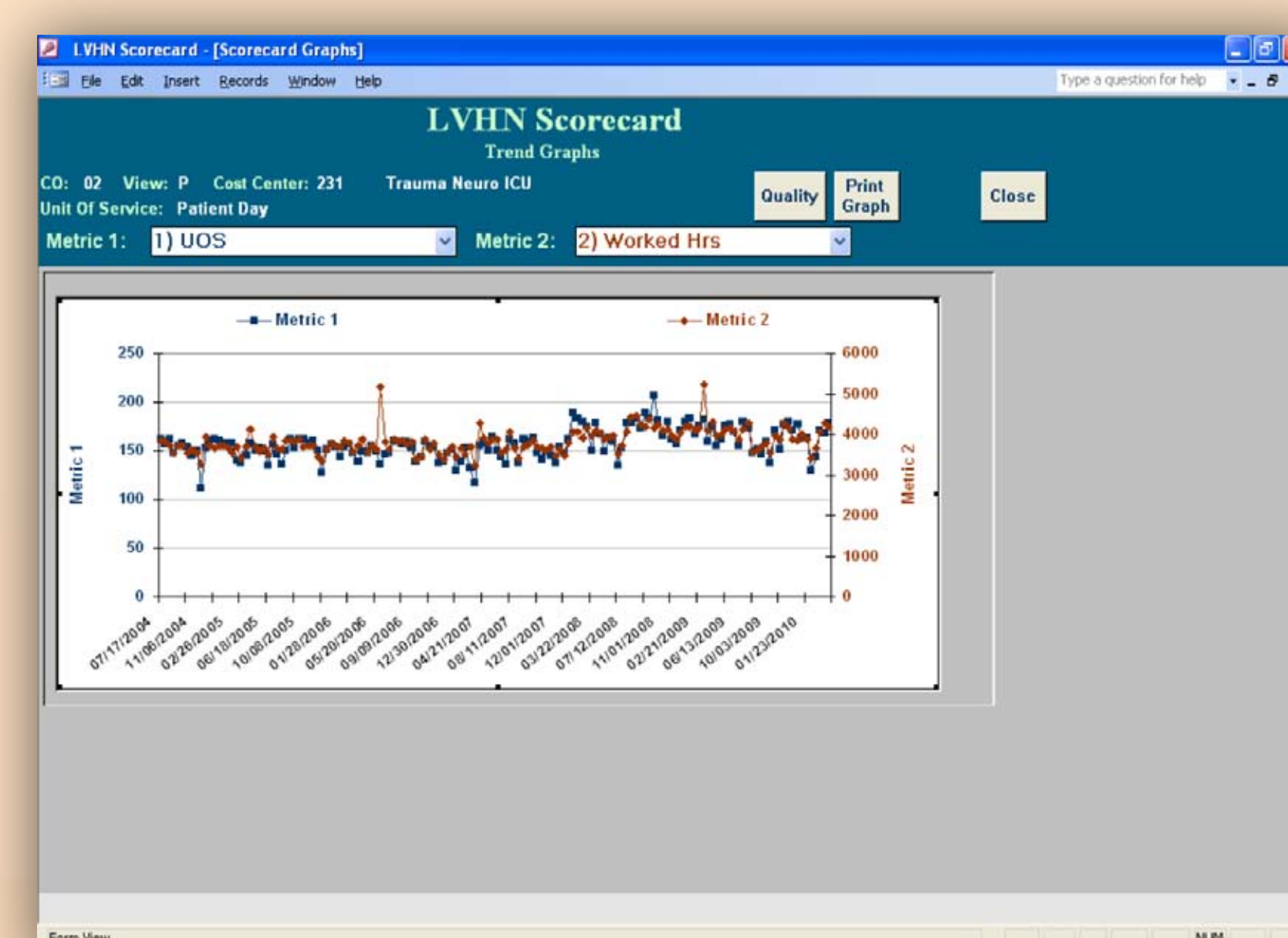
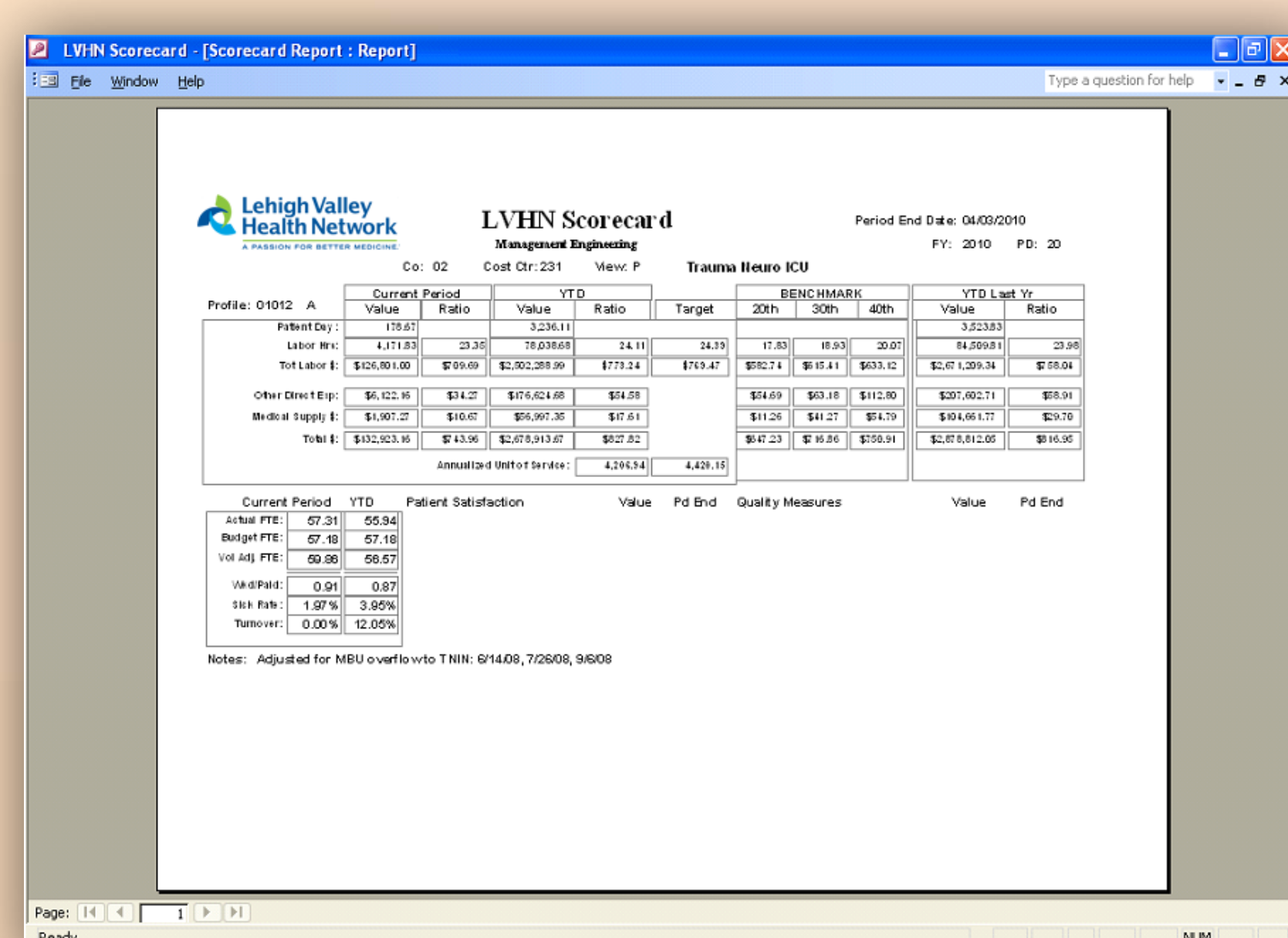
RN	Name	Age	Diagnosis	Vent	Other	Procedures	Family
Eileen	YOUNG ALWAYS	84 Y	DX: FX Pelvis slip fall off roof	Vent:	Gts:	Trips:	Procedures:
Tari	DROPSIE DOLLY	85 Y	DX: TBI, slip Fall from ladder	Vent:	Gts:	Trips:	Procedures:
Sue	TIPSIE TOMMY	42 Y	DX: Pulm Contusion s/pMVA	Vent:	Gts:	Trips:	Procedures:
Chuck	SLIPFALL SALLY	80 Y	DX: SAH/SDH Fall 2nd skating	Vent:	Gts:	Trips:	Procedures:
Julia	GOODY OLDIEBUT	78 Y	DX: Liver laceratd comprt syn	Vent:	Gts:	Trips:	Procedures:
Cheryl	NEVER NEVERSAY	80 Y	DX: Fx Femurs slip Paragliding	Vent:	Gts:	Trips:	Procedures:
Pam	SMITH SMITTY	38 Y	DX: C3-6 FX slip drag racing	Vent:	Gts:	Trips:	Procedures:

Matching the

patients characteristics to the nurse’s competencies
= SYNERGY

<http://www.aacn.org/wd/certifications/content/synmodel.pcms?pid=1&&menu=>

Scorecard



Bi-weekly Evaluation

- Review Scorecard Information
- Review Daily Staffing to Census
- Review Assignment Sheets
- Staffing Council meet with Charge RNs if “OVER” Scorecard to enhance future:

Staffing Decisions (census & acuity)
&
Fiscal Responsibility

UOS = Average Daily Census
Worked hours do not include PTO/Sick/Conference