

HRRMC Staffing Plan

The scope of the Staffing Committee is to collaborate with frontline staff to explore opportunities for optimization of staffing at HRRMC. The Staffing Committee will serve as a frontline staff approach to the development of staffing plans while ensuring frontline staff feedback is reviewed, regulatory requirements are met, and evidence based staffing practices are being utilized. The Staffing Committee will report directly to the Senior Nurse Leader.

Adult and Pediatrics unit: 19 beds

- **Avg daily census: 10**
- **Avg stay: 3-4 days**
- **Med/Surg's Churn: 59%**
(Admits+Discharges) / Census
4/5:1 Ratio

PATIENTS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
DAYS																			
RN	2	2	2	2	2	2	2	2	3	3	3	3	3	4	4	4	4	4	4
C.NA/PCT	0	0	0	0	0.5	1	1	1	1	1.5	1.5	2	2	2	2	2	2	2	2
Unit Clerk	0	0	0	0	0.8	0.9	0.9	0.9	1	1	1	1	1	1	1	1	1	1	1
Nights																			
RN	2	2	2	2	2	2	2	2	3	3	3	3	3	4	4	4	4	4	4
PCT1	0	0	0	0	0.5	1	1	1	1	1	1.5	1.5	1.5	2	2	2	2	2	2

Intensive Care: 2 beds

1 RN | 1 tele tech | 1 nursing house supervisor
2:1 Ratio

Avg 50 patients/year
ICU's Churn: 109%



Emergency Room: 11 beds

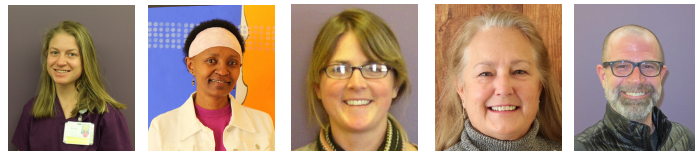
Core Staffing: 2 RNs 24/7 plus an ED tech or mid-shift RN
1 Provider + 1 NP/PA (only during high tourist times)

Average Monthly Volume: 750 (high of 1025 mid-summer)
Average length of stay across all acuties: 183 minutes

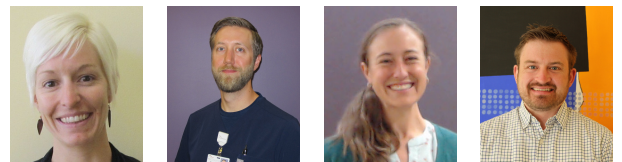
Staffing Plan Feedback:

Give us your thoughts/suggestions:

- #1 Talk to a committee member
- #2 Drop a comment in the blue comment box by the time clock OR
- #3 Email us: staffingcommittee@hrrmc.net



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Andra Dolton Charles Duncan Shelley Howard Ryan Schiemo

Creative Staffing Solutions 2023

- *Family Birth + ICU RNs float to help inpatient units and ED
- *Sitter classes for ancillary staff
- *CNAs cross trained and certified as tele techs
- *Use of paramedics in ED

- *Overflow Med/Surg patients into ICU
- *Incentive pay for extra shifts
- *Seasonal Tech in the ED for high volume summer months

Safety & Support for HRRMC staff

- Mines and Associates EAP: 1-800-873-7138
- Critical Event Debriefings
- Supportive relationship with local law enforcement
- DeEscalation class available for every staff member



HRRMC's Policies:

Scope of Service
Nursing Service Staffing Plan
Security Plan