

The importance of responsive staffing

A significant amount of time and effort goes into staffing our hospitals' units to meet our patients' needs and support our care teams.

WHY IS RESPONSIVE STAFFING IMPORTANT?



**Patient
Experience**



**Team
Satisfaction**



**Quality
Care**



Stewardship

HOW STAFFING WORKS

Staff schedules are based on historic and present-day patient and facility data.

Core Staffing Plan

Our core plan creates a baseline for our anticipated day-to-day needs.

Day-of Staffing Plan

Nurses help to ensure proper resourcing in our day-of staffing plan. These practices focus on adjusting resources based on individual patient needs. We re-evaluate staffing needs at least every four hours and more frequently as needed.

Addressing changing and unexpected patient needs

Examples:

- **Floating:** Moving RNs between areas/floors based on skill mix.
- **Float pools:** Staff trained to work in various areas, offering responsive staffing.
- **Sitters and tele-sitters** provide personalized attention to patients.
- Our **Behavioral Emergency Response Team (BERT)** and **Rapid Response Team** step in when needed.

We appreciate our highly skilled “SWOT” nurses who support new nurses, assist during medical codes and behavioral emergency situations, and educate staff.

SUPPORT STAFF

CNA's - BHT's - Sitters - HUCs

We continue to working recruit support staff to help our RNs focus on more complex patients and ensure efficient, comprehensive patient-focused care.

SUPPORT STAFF WORKING

2022: **31** | 2023: **30** | 2025: **39**

- Postings with a variety of FTE available
- Job offers directly to nursing students
- Flyers targeting parents considering a return to the workforce



ROLE OF THE CHARGE NURSE

Charge nurses work in collaboration with the staffing office and Admin Rep. They discuss and understand the severity and complexity of their patients' conditions, make staff assignments for the next shift, and continuously assess and adjust assignments to maintain safe, appropriate care.

RNS WORKING

2022: **109** | 2023: **120** | 2025: **126**

