

Saint Mary's Unit Staffing Plan Acute Rehabilitation Unit Nursing Scope of Service

Patient Population & Nursing Scope of Service Acute Rehabilitation Unit

Nursing care is provided for neurological and medical patients.

- Total Beds - 24
- Top 5 DRGs
 - Stroke
 - SCI
 - Trauma
 - TBI
 - Falls

Services Not Provided

- Ventilator support patients
- Titration of vasoactive drugs
- Pediatric patients
- Chemotherapy/oncology patients
- Post heart catheterization patients

Leadership of Unit

- ∕ Director
- ∕ Unit Manager
- ∕ Charge Nurses/Relief Charge Nurses
- ∕ Shift Supervisor
- ∕ Unit Educator

Professional Standards

- Qualifications and Competencies
 - Charge Nurse: BLS and ACLS
 - RN: BLS, NIH; LPN: BLS, NIH; CNA: BLS
 - LPN: IV Certification
- Nurse Practice Organization:
 - Academy of Medical Surgical Nursing
 - Association of Rehabilitation Nurses

Competency of Caregivers

All nursing staff are oriented and trained upon hire to the unit to demonstrate competency in direct care of the aggregate patient population served. This ensures the skill mix of the nursing staff is consistent among all associates.

- This is documented in the individual nursing staff member's orientation packet and kept on file.
- Each nursing staff member also receives skills training and review via education provided through the learning management system and skills days.

Unit Staffing Personnel

Our unit staffing plan uses the following licensed personnel to deliver patient care:

- Registered Nurses
- Licensed Practical Nurses
- Certified Nurse Assistants
- Student Nurse Externships
- Unit Secretary

Shift by Shift Staffing

- At least one registered nurse and one auxiliary personnel shall be on duty in each open inpatient unit and in the emergency department. Additional staffing needs shall be determined by the hospital's master nurse staffing plan
- One registered nurse, qualified by education, training, competency and experience, will be designated as in charge of the unit at all times.
- Nurse-to-patient assignments will vary throughout a patient's length of stay based on a combination of prescribed tasks, including education, nursing interventions, demographics, competence, safety measures, coordination of care, and psychosocial needs. Patient assignments will align with the nationally recognized professional organization for specialty as applicable. Staffing assignments for patient care will be developed based on the scope of care needed, the frequency of interventions, the volume of admissions and discharges, and the determination of the skill mix of the nursing staff who can provide the most appropriate safe care. Adjustments to the nurse-to-patient assignment will be constantly evaluated and reevaluated based on the information and priority of the patient, the competency of the staff, and the resources available. All areas have established minimum levels of staffing to be used in catastrophic or unusual circumstances.

- These staffing plans are reassessed annually and/or more frequently if necessary or if any changes are made.
- During surge situations, staffing is adjusted to meet patient demand through innovative care models.

The formal process for managing patient flow includes (but is not limited to):

- Overall acuity and workload of the floor with respect to patient turnover (Admission, Discharges and Transfers)
- Charge Nurse/Bedside Nurse/Leadership assessment of ability to safely manage current patient assignment and assume an admission.
- If the acuity of the unit is determined to be high, or admissions are pending, the charge nurse can:
 - Use of the clinical shift supervisor to bridge admissions or assume full patient care for appropriate number of patients, based on charge nurse assessment/judgment
 - Assess ability for Charge Nurse to take patient(s) assignment
 - Bring in extra staff or limit the number of patients to be admitted until the acuity or volume decreases by coordinating with the Hospital Supervisor and Bed Planning.
 - Request to use nursing staff from other units who are cross trained and otherwise qualified when an additional nurse is needed in the department and no other unit nurses are available.

The RN uses the following chain of command for any concerns or issues related to staffing:

- ∕ Charge Nurse
- ∕ Clinical Shift Supervisor
- ∕ House Supervisors
- ∕ Unit Nurse Manager
- ∕ Manager on Call
- ∕ Director
- Administrator On Call
- Chief Nursing Officer/ACNO
- Regional Chief Nursing Officer

Outcomes and Quality

The unit staffing plan's effectiveness will be evaluated using the following measurements as applicable: patient experience, staffing metrics, and nursing sensitive indicators.



Reviewed and approved by staffing committee on: 7/18/2024

Next Review Due 8/2025

Reviewed and/or made available to staff on: (via staff meetings, email, huddles)