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
- Review & update vacation selection
- Develop charge nurse guidelines
- Develop charge nurse orientation
- Participate in the interview process for new staff & management positions

Scorecard

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

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...

Matching the patients characteristics to the nurse's competencies = SYNERGY

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

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