



Successfully Resolving Challenges with Unit Based Staffing Plans

Oregon Nurses Association
Professional Services

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Objectives

- Identify required elements of a staffing plan as it relates to the Staffing Law
- Describe the roles and responsibilities of the Staffing committee
- Identify resources to assist in addressing staffing challenges



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Background

- In order to successfully resolve challenges with staffing plans, basic needs to be fulfilled – meaning education and knowledge of what is required by the Law to ensure appropriate compliance
- Methodology:
 - Interviewed 3 bedside nurses and 2 nurse managers from different facilities in Oregon
 - Observed challenges while attending various staffing committee meetings
 - The following slide is a summary of the greatest challenges*



**this is not an inclusive list of challenges but a summary of the challenges observed and expressed from those interviewed and observed*

Elements of a successful staffing plan

- Unit Specific
- Unit Owned
- Incorporates the elements mandated by the Law



Challenges with Staffing Plans

- Education
 - Staffing Law
 - OHA Survey Tools
- Roles / Responsibilities
 - Engagement
 - Empowerment
 - Collaboration
 - Release Time



Challenges with Staffing Plans cont...

- Defining the elements of the staffing plan
 - Who tracks what?
 - Sharing of Information
 - Defining Acuity



Resources

- Unit Base Councils (UBC, UBPC)/ Shared Governance Councils
- Staffing Committees
- Subcommittees – internal resources / taskforces
- Professional Nursing Care Committees (PNCC)
- Oregon Nurses Association (ONA)
- Oregon Association of Hospitals and Health Systems (OAHHS)
 - Oregon Nurse Staffing Collaborative (ONSC)
- Oregon Health Authority (OHA)



Questions / Open Discussion

Tonya Tittle
tittle@oregonRN.org

Leah Emmett
Leah.Emmett@gmail.com

