

## ANNUAL NURSE STAFFING AUDIT REPORT 2005

Oregon Health Services, Office of Public Health Systems, Health Care Licensure and Certification  
Fulfills requirement listed at Oregon Administrative Rules for Hospitals 333-500-0056(2)

FACILITIES	Ashland Community Hospital	McKenzie-Willamette Medical Center	Merle West Medical Center	Wallowa Memorial Hospital
Location	Ashland, OR	Springfield, OR	Klamath Falls, OR	Enterprise, OR
Licensed Bed Capacity	49	114	176	25
Date of Audit	02/01/05	02/22/04	03/08/05	03/28/05
OREGON ADMINISTRATIVE RULES	Findings	Findings	Findings	Findings
<u>333-510-0045 (1)</u> -Develop & implement <u>written hospital wide staffing plan for nursing services</u> -A process for input from direct care clinical staff in development, implementation, monitoring, evaluation, and modification of plan -Plan includes the number, qualifications, and categories of staff needed for all units -Plan is evaluated & monitored for effectiveness, revised as necessary as part of hospital's QA process -Written documentation of these activities maintained	Compliant with all requirements with one exception- Failure to document QA activities- Deficiency cited	Compliant	Compliant	Compliant
<u>333-510-0045 (1)(a)</u> Written staffing plan shall be based on -Nursing care required by aggregate needs of patients -Nursing care required by individual needs of the patient -Indiv/aggregate needs determine number and categories of staff	Compliant	Compliant	Compliant	Compliant
<u>333-510-0045 (1)(b)</u> -Written staffing plan based on specialized qualifications and competencies of nursing staff -Skill mix and competency ensures patient needs are met -Skill mix and competency ensures patient safety	Compliant	Compliant	Compliant	Compliant

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<p><u>333-510-0045 (1)(c)</u> -Written staffing plan is consistent with the scopes of practice for RNs, LPNs, and CNAs</p>	Compliant	Compliant	Compliant	Compliant
<p><u>333-510-0045 (1)(d)</u> -The hospital maintains a list of qualified on call nursing staff and nursing services that may be called to provide qualified replacement or additional staff for emergencies, sickness, vacations, vacancies... to provide a sufficient number of replacement staff on a regular basis -What are the resources used by the hospital -What is the process for replacement -Who's responsible -Does it meet the needs of the hospital</p>	Compliant	Compliant	Compliant	Compliant
<p><u>333-510-0045 (2)</u> Written staffing plan shall establish minimum numbers of nursing staff personnel on specified shifts (licensed nurses &amp; CNAs) -Minimum number sufficient to meet the nursing care needs of patients -In no case, fewer than 1 RN &amp; 1 other nursing care personnel on duty when a patient is present</p>	Staffing plan for Emergency Department, Intensive Care Unit and Obstetrics failed to ensure at least one RN and one other nursing care personnel at all times- Deficiency cited	Compliant	Compliant	Staffing plan failed to ensure that at least one RN and one other nursing care personnel would be on duty in each unit, the emergency department, the medical/surgical unit and the obstetrics unit, when a patient was present- Deficiency cited

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<p><u>333-510-0045</u> (3) Upon request the Dept. may grant a variance based on patient care needs or nursing practices in the hospital</p>	No variance in place at time of audit	No variance in place at time of audit	No variance in place at time of audit	No variance in place at time of audit
<p><u>333-510-0045</u> (4) After a hospital learns of a need for replacement of staff, hospital shall make every reasonable effort to obtain RNs for unfilled hours or shifts before requiring a RN to work overtime. -Reasonable effort includes the hospital seeking replacement at the time the vacancy is known and contacting all available resources as described in (1)(d) -Efforts shall be documented</p>	Compliant	Compliant	Failed to document all efforts to replace staff- Deficiency cited	Compliant
<p><u>333-510-0045</u> (5) Hospital may not require a RN to work -more than 2 hours beyond the regularly scheduled shift; and -more than 16 hours in a 24 hour time period.</p>	Compliant	Compliant	Compliant	Compliant
<p><u>333-510-0045</u> (6) Exceptions to (5) -national or state emergency or situations requiring use of facility disaster plan -emergency circumstances such as sudden unforeseen adverse weather conditions, infectious disease epidemic of staff, any unforeseen event preventing replacement staff from approaching or entering the premises or if hospital has made all efforts to contact qualified on-call staff and nursing services but is unable to obtain replacement staff in a timely manner</p>	No incidents reported	No incidents reported	No incidents reported	No incidents reported
<p><u>333-510-0045</u> (7) RN at hospital may not place a patient at risk of harm by leaving a patient care assignment during an agreed upon shift or agreed upon extended shift without authorization of appropriate supervisory personnel as required by the OARs of the BON</p>	No incidents reported	No incidents reported	No incidents reported	No incidents reported

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<p><u>333-510-0045 (8)</u> Hospital may not take retaliatory action against nursing staff if nursing staff</p> <ul style="list-style-type: none"> <li>-discloses or intends to disclose an activity, policy, or practice of the hospital that staff believes is a violation of law or a rule or is a violation of professional standards of practice that may pose a risk to the health, safety, or welfare of patients or the public</li> <li>-provides information or testifies to a body conducting an investigation into alleged violation of professional standards of practice</li> <li>-objects to or refuses to participate in any activity, policy, or practice of a hospital that nursing staff believes is a violation of law, rule, or professional standards</li> <li>-participates in a committee or peer review process, files a report or a complaint of unsafe, dangerous, or potentially dangerous care.</li> </ul>	No incidents reported	No incidents reported	No incidents reported	No incidents reported
<p><u>333-510-0045 (9)</u> Hospital shall post a notice summarizing the provision of ORS 441.162, 441.166, 441.168, 441.174, 441.176, 441.178, and 441.192</p>	Compliant	Compliant	Compliant	Compliant
<p><u>333-500-0056</u> <b>Random Audits</b></p> <ul style="list-style-type: none"> <li>-Confidential interviews with administrative staff</li> <li>-Confidential interviews with clinical nursing staff</li> <li>-Review of written staffing plan for nursing services</li> <li>-Actual nursing staff scheduled and working compared with the plan</li> <li>-All applicable committee meeting minutes</li> <li>-Any reports filed by clinical staff regarding staffing inadequacy</li> <li>-Nurse sensitive outcome data</li> <li>-nosocomial infections</li> <li>-pressure ulcers</li> <li>-medication errors</li> </ul>	All areas were addressed- refer to the hospital's individual report for detailed findings	All areas were addressed- refer to the hospital's individual report for detailed findings	All areas were addressed- refer to the hospital's individual report for detailed findings	All areas were addressed- refer to the hospital's individual report for detailed findings