

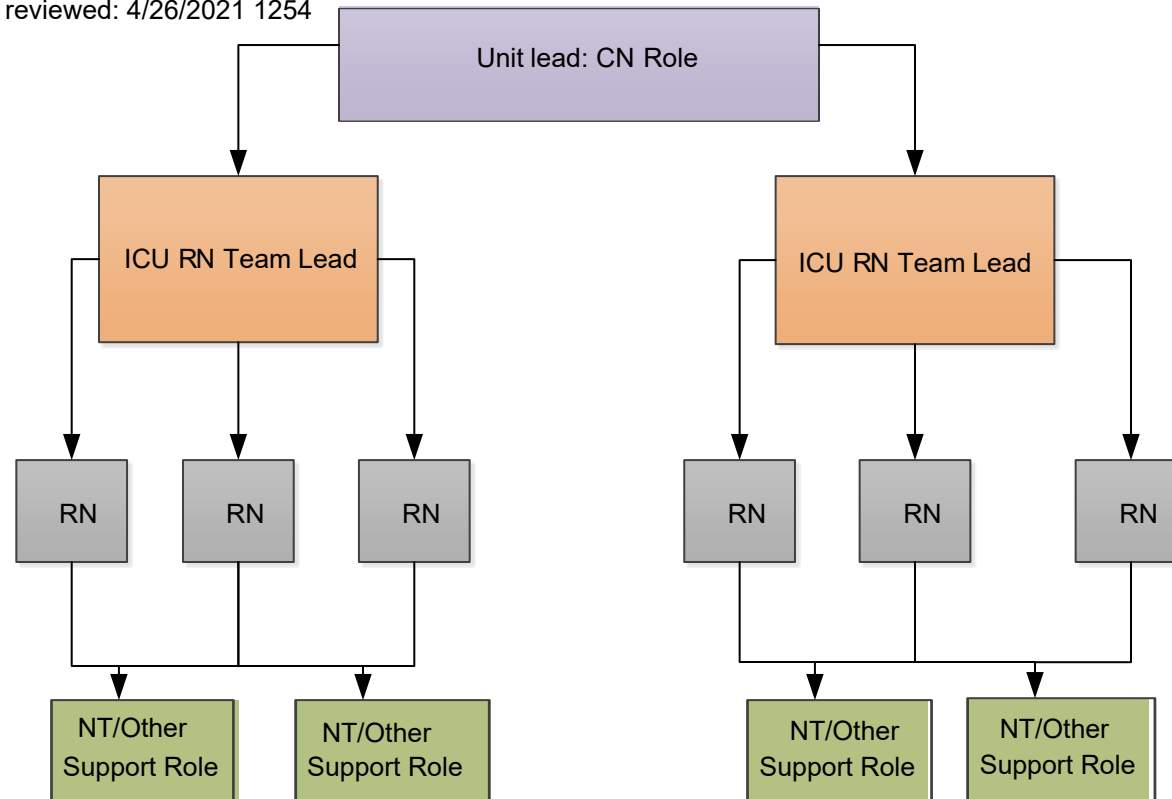
# ICU Nursing Structure for Team Based Care - 4.23.2020 1530



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\*\*This is meant as overall structure for roles. Number of team members at each level will be adjusted based on patient needs and acuity\*\*

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-oversees all assigned team lead/ team members for unit  
 -redistributes patients based on acuity and needs  
 -plan/coordinate with other unit leads for needs and wants related to staff, equipment, supplies  
 -step into care when needed

-responsible to oversee, mentor, and ensure care completed by team members  
 -assess needs for team and escalate to unit lead if barriers or needs identified  
 -collaborate with providers and members outside of the nursing team  
 -know team members' scope of practice for proper delegation  
 -providing high level care for patients in care team

-Complete assigned tasks based on delegation from team lead  
 -ensure closed loop communication with team lead  
 -complete basic care needs of patients

-Complete assigned tasks based on delegation from RN  
 -Ensure closed communication with RN  
 -Complete care needs of patients

## KEY POINTS

- Specific tasks for each role are not spelled out as we need to be nimble. We will rely on the team lead to read their team members' abilities and mentor/teach them new identified tasks the team members are unfamiliar with. Keeping in mind scope of license (licensed vs non-licensed staff).
- As we move from yellow phase to red phase, this model will hopefully hold up but number of team members and patient ratios may be adjusted based on the team's acuity, availability of team members, and number of patient admissions being faced with.
- Unit lead will take the allotted number of staff for the shift that they have been given and decide staffing ratios based on role and scope of the gray layer of staff.

**Staffing numbers**

- Unit lead- 40 ish ICU beds; would move from covering individual units to having existing ICU unit leads cover entire floor
- Team Leads- Assignment size will vary based on availability of staff
- Additional team members will depend on availability of resources

**Staffing numbers**

- Unit lead-evenly distribute ICU patients/ beds between existing unit leads
- Team Leads- Assignment size will vary based on availability of staff
- Additional team members will depend on availability of resources