

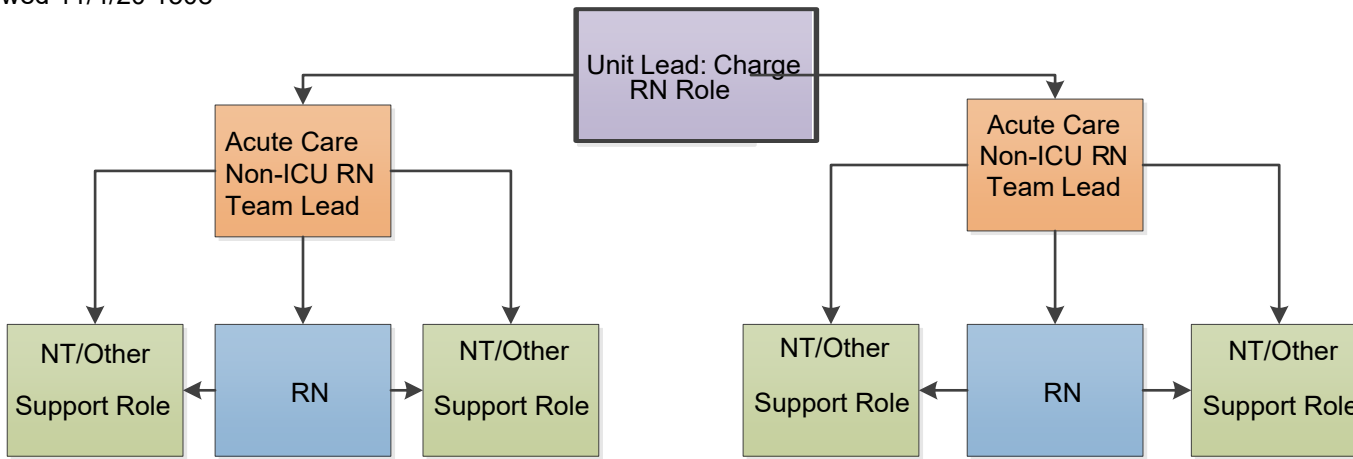
Non-ICU Nursing Structure for Team Based Care - 4.23.2020 1530

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This is meant as an overall structure for roles. The number of team members at each level will be adjusted based upon patient needs and acuity

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-oversees all RNs/team members for unit
 -determines best use of available staff to meet patient acuity needs
 -redistributes patients and staff 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
 -assess patients and administer medications

-Complete assigned tasks based on delegation from RN Team Lead
 -ensure closed communication with RN Team Lead
 -assess patient and administer medications
 -complete care needs of patients

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Staffing numbers

- Unit lead: evenly distribute Non-ICU patients/beds between existing team leads
- Additional team members will depend on availability or resources

Staffing numbers

- Unit lead: 45 ish Non-ICU beds (e.g could cover 1 or 2 Non-ICU units depending on size)
- RN Team Lead: Assignment size will vary based on availability of staff
- Additional RN paired with RN Team Lead
- Each team paired with assistant/s

KEY POINTS

- Specific tasks for each role are not spelled out as we need to be nimble. We will rely on the RN 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 with hopefully hold but number of team members and patient ratios may be adjusted based on the team's acuity, available 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 blue and green layer of staff.