

WSNA nurses at Seattle Children's -

Your WSNA officers are reaching out to you with an invitation to join an impactful new committee at SCH. With the recent Washington state legislation regarding healthcare staffing, all Washington state hospitals are required to form (or redesign, in our case) a staffing committee beginning in January 2024 with 50:50 representation of frontline nursing staff and hospital leadership.

How will this look at SCH? Glad you asked...

The House-wide (Nurse) Staffing Committee at SCH will be reformed into the Hospital Wide Staffing Committee, one committee with nursing, CNA and leadership representation. Unit Based Staffing Committees (UBSCs) and Division Staffing Committees will continue to function similarly to how they work today, but with more coordination and communication between all the levels of committees and with divisional committees created to represent areas that haven't historically had one (ambulatory, acute care, perioperative/procedural...). Members of the Hospital Wide Staffing Committee will also be expected to be members of their division and unit committees. Meetings will likely occur on the third Tuesday of the 6-week schedule and all on the same day, so that groups and divisions that interact with one another can be pulled together as needed to solve staffing problems.

This committee will define staffing plans for all patient care areas of the hospital and will be tasked with rectifying hospital staffing, retention, and staffing-related patient flow issues as they arise. We are seeking direct care members from each of the following areas for this committee (number in parentheses next to the area, subject to potential change):

1. Direct Care Co-Chair (the representation of this nurse's care area will be decreased by one to reflect that this nurse is also a voting member)
2. Acute Care (2)
3. Critical Care (2)
4. Perioperative (2)
5. Emergency Department (1)
6. Ambulatory Main Campus/Regional/Urgent Care (2)
7. PBMU (1)
8. Certified Nursing Assistant (CNA)

The non-direct care members will be senior leaders from the following areas/disciplines:

1. Leader Co-Chair
2. CFO or designee
3. CNO or designee
4. Ambulatory
5. Perioperative
6. Critical Care
7. Acute Care
8. Emergency Department
9. PBMU

10. Patient Flow

11. Director at large

This committee will also work closely with People Operations (HR), Nursing Professional Development, Payroll, the Staffing Office, and our Legal and Regulatory departments at SCH, although representatives from those areas will be non-voting, ad hoc members.

We are asking for a two-year commitment. All meetings will be in-person and happen at least every six weeks but may be monthly if it is deemed necessary. The meetings will be paid and within the nurse representative's FTE if they prefer.

According to the law, hospitals with unionized nurses are required to utilize their union when designating the direct care staff on this committee. Your WSNA Officers are asking for self or peer nominations. We are seeking nurses who are passionate about staffing issues and are willing to represent their division's needs as determined by their UBSCs with commitment, vigor and professionalism. Please respond via this link <https://redcap.link/hscinterestform> by 10/16/2023 to be considered as a candidate. We will follow up after this date with more information for candidates as well as for our nursing staff, generally.

In addition, if you are interested in learning more about the new Staffing Law, SB 5236, WSNA will be holding the following training sessions and would love to see you there!

- October 19th, 2023 - In-depth training for current staffing committee co-chairs and members
- December 2023 - Training for all interested members on everything you need to know about staffing committees and the new staffing law
- February 2024 - Training on negotiating your best possible staffing plan
- Late 2024 - Training on compliance and accountability through your staffing committee

In Collaboration,

Your WSNA Officers and Seattle Children's Hospital Nursing Leaders