



## Nursing Report August 2025

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### Workforce Wellness

#### Current Status

Nursing department staffing has remained stable over the past six months, anchored by an exceptional core group of permanent nurses and CNAs, supported by a skilled team of traveling staff.

We were pleased to welcome several returning college students and a newly licensed high school CNA to our team for summer employment. They contributed meaningfully to patient care and team support, and their absence will be felt when the academic year resumes.

#### Improvement Initiative

We are designing a pilot project to increase night shift coverage by adding a second nurse to the acute care unit. This “float nurse” would:

- Respond to ER needs
- Support acute care during high census/high acuity
- Assist in LTC during peak activity
- Conduct quality assurance/improvement projects when patient volume is lower

#### Anticipated Benefits

- Faster emergency response and improved patient outcomes
- Reduced on-call callbacks and overtime
- Improved staff safety when the building is minimally staffed
- Reduced stress and isolation for the sole night nurse
- Increased productivity for QI projects
- Improved morale, retention, and recruitment for night shift positions
- Decreased travel staff in the long term

#### Potential Risks

- Increased staffing costs and wages
- Potential for underutilization during low-activity periods

### Community Engagement

Nursing Education: UAA nursing students begin their final year in late August with Carolyn Kvernvik again being the clinical instructor. We are excited to have our class time in the new WERC building conference room!

CNA Training: In May, five high school students completed the CNA course; three passed the state exam and are now certified. A new CNA class starts in September, with the goal of a full roster of motivated students.

Continued collaboration with WAVE and Petersburg Police Department to maintain a ready, trained Sexual Assault Response Team that works together to improve the care of the person seeking care.

### Patient Centered Care

Telestroke Implementation: Going live August 27 in partnership with the University of Washington Harborview Stroke Team. Two days of physician and nursing staff training will precede the launch, ensuring readiness for best-practice stroke care and rapid specialist access.

Specialty Service Expansion: Credentialing a surgeon and CRNA to reintroduce regular colonoscopy clinics at PMC—restoring local access to routine colorectal cancer screening.

High Census & Complex Social Needs: Sustained high patient volumes across all care areas. We are seeing unprecedented demand for complex social work support, particularly in discharge planning and assisted living placement for individuals who do not meet criteria for acute, skilled, or LTC levels of care but require 24-hour supervision.

LTC Annual Survey: Conducted July 28, 2025, with second half completed remotely.

#### Preliminary Feedback:

- Residents reported high satisfaction.
- Staff engagement noted as exceptional.
- Care quality described as “on a different level”

Next Step: Awaiting official results and plan of correction (if required).

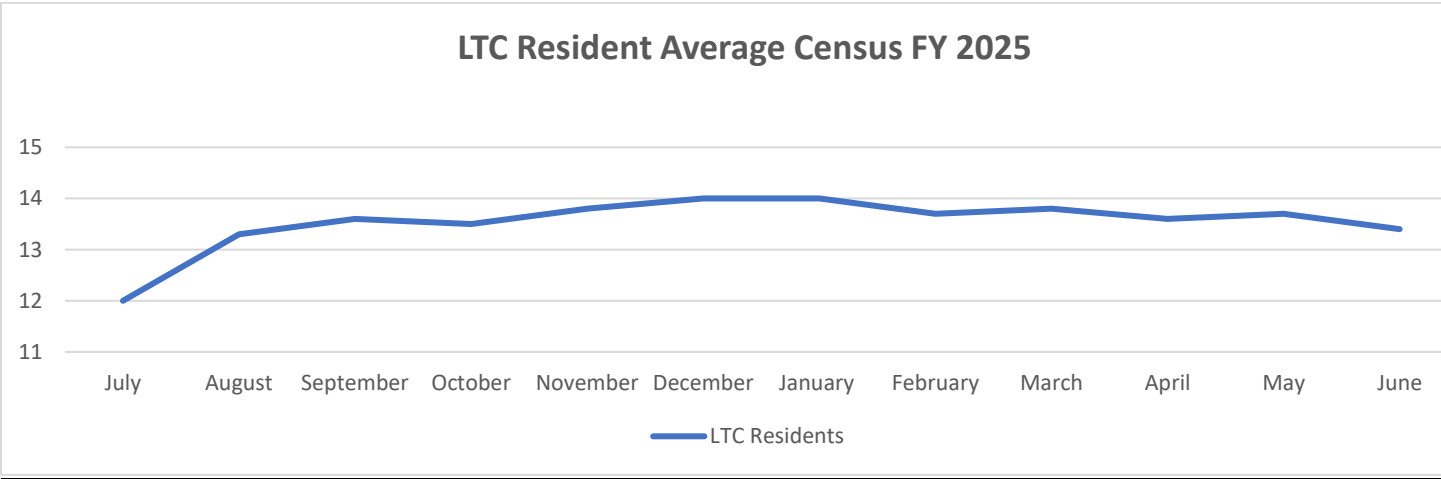
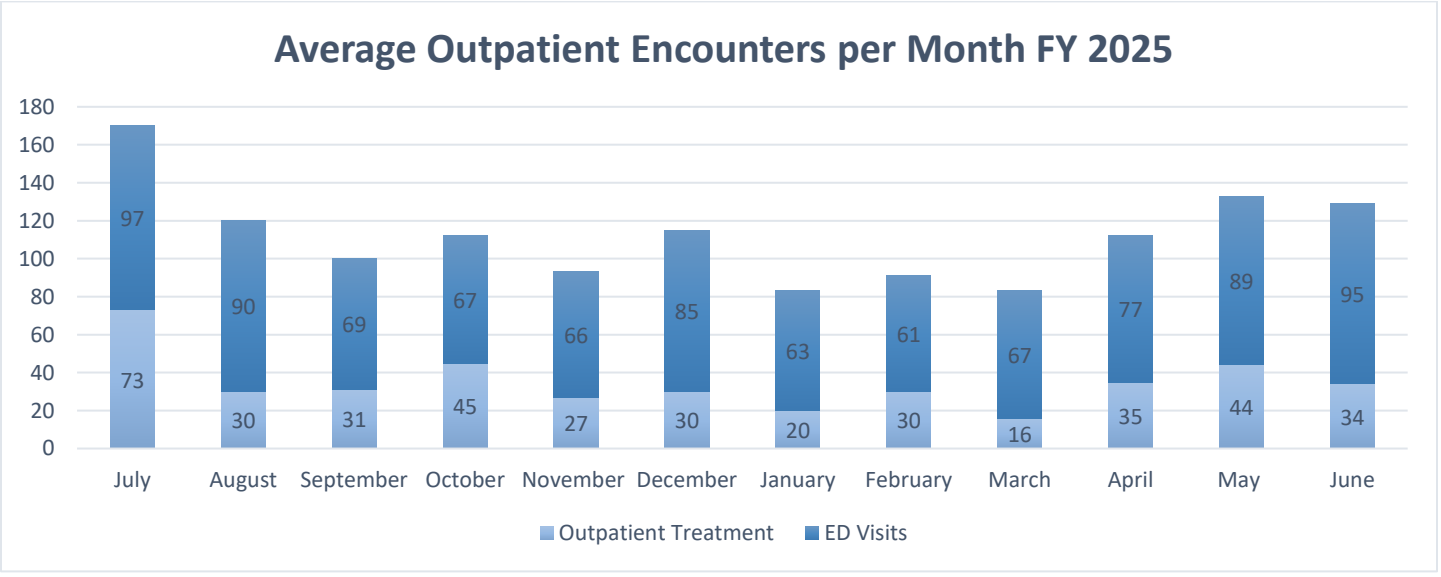
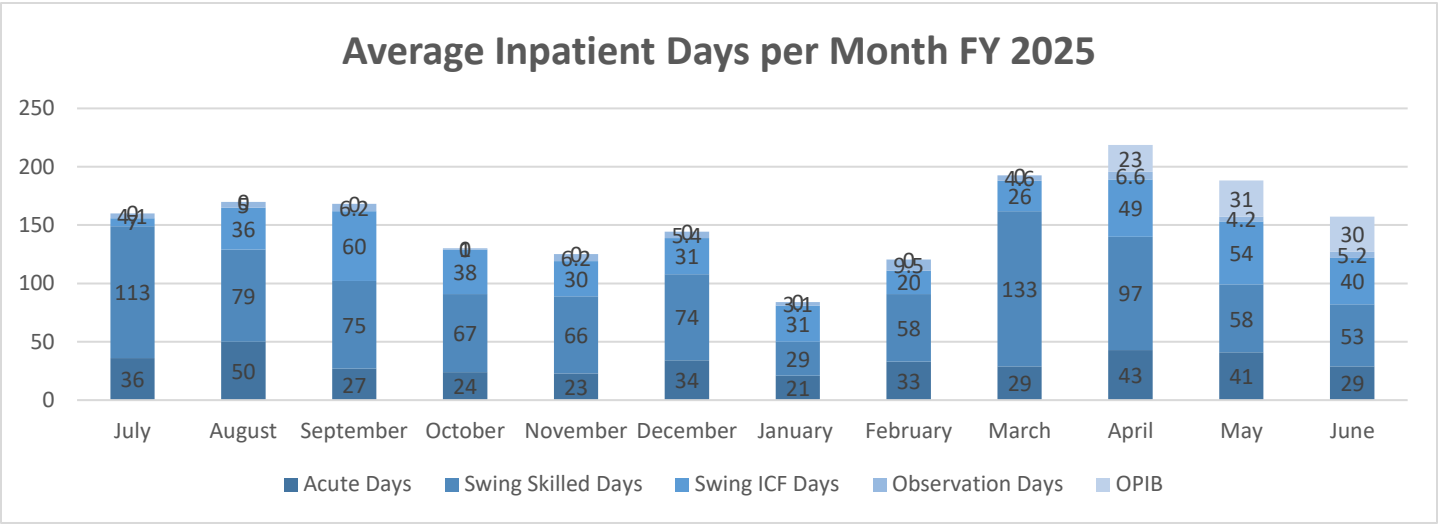
### Facility

Building Challenges: Infrastructure limitations continue to impact comfort and workflow. LTC lacks cooling, resulting in uncomfortably high temperatures during warm weather, while other areas remain overly cold.

Outdoor Space Access: During good weather, LTC residents are escorted outdoors to enjoy sunshine and meals. This requires multiple staff escorts and supervision. Proximity of an outdoor space to the LTC entrance would significantly improve efficiency and resident quality of life.

Financial Wellness

High census has persisted over the past six months, driving sustained overtime and traveler utilization. While these staffing measures ensure quality care, they also increase operational costs.



Submitted by: Jennifer Bryner, MSN, RN, Chief Nursing Officer

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