

COO

We recently received a notice of retirement from Therese Pizanti, Mason Health's Pediatric Nurse Practitioner, who has been working in our Pediatric Service line in Mason Clinic. She will officially retire on July 29. Therese has been an active leader within the Medical Staff, as well as in Pediatrics. She is very well thought of by her patients, peers, and the overall employee population. Therese has been in her current role since 2008, although had worked at Mason previously, left for a period of time and returned. We are actively recruiting a replacement, initially focusing on a Physician, which adds to the Provider call rotation.

In reviewing the Open Positions Report as of 6/7 (the date this is being written), there are 53 positions listed of which 20 are PRN. These numbers are down from 70 and 34 when it was determined this report needed attention. This is certainly a positive trend, mostly driven by natural attrition and some by identifying positions no longer needed or combined with another. The larger scope of work underway and much more detailed is the analysis with Managers of adequate staffing for their department compared with current and open positions; as well as the availability and use of PRN staff. This work is well underway and now requires a review by the Finance Department for staffing adjustments including the number of hours worked by PRN staff and the associated costs of these staff members.

CNO

Quality will be releasing the annual Employee Safety Survey end of week (June 17th) with results around the end of July or beginning of August. I will share those results when available. Staffing: Passport USA- confirmed 1 MSP RN (Prisca) arriving around 6/22, another MSP RN with confirmed embassy appointment on 6/10. Prisca will replace a current agency RN on MSP once she is oriented.

Open positions: **CNA/MT** =0.9 ED, 0.6 MSP. RN= 0.3 ED nights, 0.6 & 0.9 ICU nights, 1.0 PACU, 0.6 BC nights. RN open positions down from 4.2FTE's to 3.0FTE's. Misc: 0.8 RT variable, 0.8 RT nights, 0.8 Scrub Tech. Total CNAFTE's= 1.5; Total RN= 3.4; Misc 2.4. ICU 0.6FTE has been posted since November and Includes a 27K sign on bonus. We will have two Passport RN's 3rd or 4th quarter of this year in the ICU.

Nursing Units: Training is complete for the Swing Bed program and all ancillary staff have been trained. We can begin accepting and/or transferring patients. The goal/metric is 2 patients/month. Census for the past two weeks has been from 12-23, with an average of 17. Very few covid patients but we have had 1-2 Flu patients/week.

Future Nurses program: The current nurse tech has rotated through MSP and ICU. Summer quarter she will rotate through surgery. I am working on a partnership with Olympic College to see if we're able to secure nursing school 'slots' for one of our HSA graduates. SPSCC is now stating the slots are secured for Mason County zip codes. HR and I met with OC earlier this month and they are interested in a partnership for nursing clinical rotations. They would also like to be part of the HSA planning.

We are currently working on a full Baldrige application for submission in October. We have been asked to present our Future Healthcare Workers program in September for Excellence Northwest.