

Chapter 12

- Discuss TJC position on staffing/competency
 - TJC says an organization must provide the right number of competent staff to meet the needs of the patient
 - Do not mandate staffing levels
 - Assess an organization's ability to provide an adequate staffing level & that the staff are qualified to deliver care
- Discuss general staffing considerations
 - The health care setting
 - The care delivery model
 - Patient acuity
 - Nursing staff available
- Differentiate types of scheduling: centralized, decentralized, self, mixed
 - **Centralized:** decisions about scheduling occur in a "centralized" location for entire institution; may use an automated system for scheduling
 - **Decentralized:** decisions about scheduling occur with the manager on the unit; may use an automated system for scheduling
 - **Self-scheduling:** decisions about scheduling are done by the staff themselves. Manager works with staff to fill any empty slots
 - **Mixed scheduling:** decisions about scheduling are made by staff and empty slots are filled using a "central" office
 - **Block scheduling:** same schedule week after week
- Define staffing plan, patient acuity, variance, full-time equivalent (FTE) average length of stay (ALOS), nursing hours per patient day (NHPPD), staffing ratio
 - Staffing Plan
 - Assessment of the unit requirements over a period of time
 - What is necessary to meet the needs of the patients over a 24-hour period
 - Patient acuity
 - Budget
 - Staff mix
 - Overtime: Emergency situations; higher rate of pay; total work time
 - Per-diem: per day option
 - Travel nurses: per diem contracted employees
 - Variance reports: reflect alterations in staffing: positive or negative
 - Staffing ratio: number of nurses to safely care for a certain number of patients, with adjustments to increase nurse staffing based on patient acuity
 - Nursing hours per patient day (NHPPD): Number of hours worked by nursing staff that have direct patient-care responsibilities
 - Patient acuity

Tjc 1 Study Guide

Carla Tyson-Howard, Shirlyn C. Thomas

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Table of Contents Tjc 1 Study Guide

1. Understanding the eBook Tjc 1 Study Guide
 - The Rise of Digital Reading Tjc 1 Study Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Tjc 1 Study Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Tjc 1 Study Guide
 - User-Friendly Interface
4. Exploring eBook Recommendations from Tjc 1 Study Guide
 - Personalized Recommendations
 - Tjc 1 Study Guide User Reviews and Ratings
 - Tjc 1 Study Guide and Bestseller Lists
5. Accessing Tjc 1 Study Guide Free and Paid eBooks
 - Tjc 1 Study Guide Public Domain eBooks
 - Tjc 1 Study Guide eBook Subscription Services
 - Tjc 1 Study Guide Budget-Friendly Options

6. Navigating Tjc 1 Study Guide eBook Formats
 - ePub, PDF, MOBI, and More
 - Tjc 1 Study Guide Compatibility with Devices
 - Tjc 1 Study Guide Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Tjc 1 Study Guide
 - Highlighting and Note-Taking Tjc 1 Study Guide
 - Interactive Elements Tjc 1 Study Guide
8. Staying Engaged with Tjc 1 Study Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Tjc 1 Study Guide
9. Balancing eBooks and Physical Books Tjc 1 Study Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Tjc 1 Study Guide
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Tjc 1 Study Guide
 - Setting Reading Goals Tjc 1 Study Guide
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Tjc 1 Study Guide
 - Fact-Checking eBook Content of Tjc 1 Study Guide
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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