TO: hospitalstaffngplans@health.ny.gov
FROM: Diane Lobdell, VP Patient Care Services- CNO
DATE:
RE: 2023 Staffing Plans for Sisters of Charity Hospital, Main Street Campus (MSC)

   The Leadership and Associates at Sisters of Charity Hospital implemented a Clinical Staffing Committee (CSC) in January of 2022 in compliance with the NY Safe Staffing for Quality Care Act. Half of the committee is comprised of direct care associate and half are members of the hospital's management team. This committee works closely together to discuss staffing plans, staffing concerns, and recruitment efforts, considering the many factors that affect patient care, such as acuity, geography, and finances.

   Since the formation of the CSC, the group has met regularly and has accomplished a great deal. Initially the committee adopted a Charter to outline purpose and scope, followed by discussion related to recruitment and retention, financial stewardship, quality, and their impact on patient care.
The CSC determined different staffing needs within the facility: acute care, maternity, and peri-op. Due to the differences, the committee agreed to develop sub-committees to focus on staffing plans and concerns in these areas. Minutes are kept for each sub-committee meeting, including any decisions the group brought forward to a vote. This vote includes the staffing plans for each unit that falls into the corresponding sub-committee. There is a sub-committee report out at each CSC that provides for additional discussion, driving to a resolution if necessary.

   The initial staffing plans were submitted via PDF and through the HERDS process in 2022. During 2023 the committee continued to review staffing plans and the plans were approved at the June 23, 2023 Clinical Staffing Committee Meeting, and submitted by the July and August due dates. The approved staffing plans are on the following pages of the document.

Thank you

Diane Lobdell

Diane Lobdell, MSN, RN, NEA-BC
Vice President, Patient Care Services

Sisters Emergency Dept. 100-7450

Role	Ratio	Notes
Charge Nurse	1	
RN	1:4	
Triage	1	
ITA	1:5	
Split Flow RN -	2	1 at 8a and then 2 starting at 11A
Split Flow ITA -	2	
Clerical	1	

Staffing Plan

Time	# RN	# ITA	UC
7a	5	2	1
8a	6	3	1
9a	6	3	1
11a	10	4	1
3p	10	4	1
7p	9	4	1
11p	6	2	1
3a	5	2	1

Staffing Summary methods used to determine or adjust staffing

Shifts may be altered based on arrival patterns and ED inpatient holding

Sisters NICU- 100 6180

Census	Charge RN		RN		Aide				Unit Clerk		CN1	Manager
	7a-7p	7p-7a	7a-7p	7p-7a	7a-3p	3p-11p	11p-7a		8a-8p	8p-8a		
40	1	1	20	20	2	2	1		1	1	1	1
39	1	1	20	20	2	2	1		1	1	1	1
38	1	1	19	19	2	2	1		1	1	1	1
37	1	1	19	19	2	2	1		1	1	1	1
36	1	1	18	18	2	1	1		1	1	1	1
35	1	1	18	18	2	1	1		1	1	1	1
34	1	1	17	17	2	1	1		1	1	1	1
33	1	1	17	17	2	1	1		1	1	1	1
32	1	1	16	16	2	1	1		1	1	1	1
31	1	1	16	16	1	1	0		1	1	1	1
30	1	1	15	15	1	1	0		1	1	1	1
29	1	1	15	15	1	1	0		1	1	1	1
28	1	1	14	14	1	1	0		1	1	1	1
27	1	1	14	14	1	1	0		1	1	1	1
26	1	1	13	13	1	1	0		1	1	1	1
25 >	1	1	13	13	1	1	0		1	1	1	1
24	1	1	12	12	1	1	0		1	1	1	1
23	1	1	12	12	1	1	0		1	1	1	1
22	1	1	11	11	1	1	0		1	1	1	1
21	1	1	11	11	1	1	0		1	1	1	1
20	1	1	10	10	1	1	0		1	1	1	1
19	1	1	10	10	1	0	0		1	1	1	1
18	1	1	9	9	1	0	0		1	1	1	1
17	1	1	9	9	1	0	0		1	1	1	1
16	1	1	8	8	1	0	0		1	1	1	1
15	1	1	8	8	1	0	0		1	1	1	1
14	1	1	7	7	1	0	0		1	1	1	1
13	1	1	6	6	1	0	0		1	1	1	1

Average HPPD
Average +/- 5 ADC
Budget '20
RN:NA Ratio
Budget '20

Sisters L&D- 100-6152

HEADCOUNT   **2 RNs to 1 Mom at delivery**

Census	Delivery RN - From MBU		Charge RN		Triage RN		RN						Aide			Surgical Tech			
	7a-7p	7p - 7a	7a - 7p	7p - 7a	7a - 7p	7p - 7a	7a-3p	7a-7p	11a-11p	11a-7p	7p-7a	11p-7a	7a-3p	3p-11p	11p-7a	7a-3p	3p-11p	11p-7a	8a-4p M- F
17	2	2	1	1	1	1	0	13	0	0	12	0	1	1	1	1	1	1	1
16	2	2	1	1	1	1	0	12	0	0	12	0	1	1	1	1	1	1	1
15	2	2	1	1	1	1	0	11	0	0	11	0	1	1	1	1	1	1	1
14	2	2	1	1	1	1	0	11	0	0	11	0	1	1	1	1	1	1	1
13	1	1	1	1	1	1	0	10	0	0	10	0	1	1	1	1	1	1	1
12	1	1	1	1	1	1	0	10	0	0	10	0	1	1	1	1	1	1	
11	1	1	1	1	1	1	0	9	0	0	9	0	1	1	1	1	1	1	1
10	1	1	1	1	1	1	0	8	0	0	8	0	1	1	1	1	1	1	1
9	1	1	1	1	1	1	0	7	0	0	7	0	1	1	1	1	1	1	1
8	1	1	1	1	1	1	0	6	0	0	6	0	1	1	1	1	1	1	1
7	1	1	1	1	1	1	0	6	0	0	6	0	1	1	1	1	1	1	0
6	1	1	1	1	1	1	0	5	0	0	5	0	1	1	1	1	1	1	0
5	1	1	1	1	1	1	0	5	0	0	5	0	0	0	0		1	1	0
4	0	0	1	1	1	1	0	5	0	0	5	0	0	0	0	1	1	1	0
3	0	0	1	1	1	1	0	4	0	0	4	0	0	0	0	1	1	1	0

(> marker at Census 9)

Average HPPD
Average +/- 5 ADC
Budget 2023

RN:NA Ratio Per Grid
Budget 2023

RN:NA Ratio(with Orientation & Sitters)

UC				Manager
7a-3p	3p-11p	3p-11p M-	11p-7a	7a-3p
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1
1	1	0	1	1

Sisters Mother Baby- 100-6150

Census	L&D RN		Charge RN		NURSERY RN		RN		Total RN	Aide		Monitor Tech	Monitor Tech	UC		Manager
	not MBU															
	7a-7p	7p-7a	7a-7p	7p-7a	7a-7p	7p-7a	7a-7p	7p-7a		7a-7p	7p-7a	3p -11p	11p - 7a	7a-7p	7p-7a	7a-3p
70	1	1	1	1	1	1	11	11	14	2	2	0	0	1	1	1
69	1	1	1	1	1	1	11	11	14	2	2	0	0	1	1	1
68	1	1	1	1	1	1	11	11	14	2	2	0	0	1	1	1
67	1	1	1	1	1	1	11	11	14	2	2	0	0	1	1	1
66	1	1	1	1	1	1	11	11	14	2	2	0	0	1	1	1
65	1	1	1	1	1	1	11	11	14	2	2	0	0	1	1	1
64	1	1	1	1	1	1	11	11	14	2	2	0	0	1	1	1
63	1	1	1	1	1	1	11	11	14	2	2	0	0	1	1	1
62	1	1	1	1	1	1	10	10	13	2	2	0	0	1	1	1
61	1	1	1	1	1	1	10	10	13	2	2	0	0	1	1	1
60	1	1	1	1	1	1	10	10	13	2	2	0	0	1	1	1
59	1	1	1	1	1	1	10	10	13	2	2	0	0	1	1	1
58	1	1	1	1	1	1	10	10	13	2	2	0	0	1	1	1
57	1	1	1	1	1	1	10	10	13	2	2	0	0	1	1	1
56	1	1	1	1	1	1	9	9	12	2	2	0	0	1	1	1
55	1	1	1	1	1	1	9	9	12	2	2	0	0	1	1	1
54	1	1	1	1	1	1	9	9	12	2	2	0	0	1	1	1
53	1	1	1	1	1	1	9	9	12	2	2	0	0	1	1	1
52	1	1	1	1	1	1	8	8	11	2	2	0	0	1	1	1
51	1	1	1	1	1	1	8	8	11	2	2	0	0	1	1	1
50	1	1	1	1	1	1	8	8	11	2	2	0	0	1	1	1
49	1	1	1	1	1	1	8	8	11	2	2	0	0	1	1	1
48	1	1	1	1	1	1	8	8	11	2	2	0	0	1	1	1
47	1	1	1	1	1	1	8	8	11	2	2	0	0	1	1	1
46	1	1	1	1	1	1	8	8	11	2	2	0	0	1	1	1
45	1	1	1	1	1	1	8	8	11	2	2	0	0	1	1	1
44	1	1	1	1	1	1	7	7	10	2	2	0	0	1	1	1
43	1	1	1	1	1	1	7	7	10	2	2	0	0	1	1	1
42	1	1	1	1	1	1	7	7	10	2	2	0	0	1	1	1
41	1	1	1	1	1	1	7	7	10	2	2	0	0	1	1	1
40	1	1	1	1	1	1	6	6	9	2	2	0	0	1	1	1
39	1	1	1	1	1	1	6	6	9	2	2	0	0	1	1	1
38	1	1	1	1	1	1	6	6	9	2	2	0	0	1	1	1
37	1	1	1	1	1	1	6	6	9	2	2	0	0	1	1	1
36	1	1	1	1	1	1	6	6	9	2	2	0	0	1	1	1

Sisters Mother Baby- 100-6150

Census	L&D RN 7a-7p	L&D RN 7p-7a	Charge RN 7a-7p	Charge RN 7p-7a	NURSERY RN 7a-7p	NURSERY RN 7p-7a	RN 7a-7p	RN 7p-7a	Total RN	Aide 7a-7p	Aide 7p-7a	Monitor Tech 3p-11p	Monitor Tech 11p-7a	UC 7a-7p	UC 7p-7a	Manager 7a-3p
35	1	1	1	1	1	1	6	6	9	2	2	0	0	1	1	1
34	1	1	1	1	1	1	6	6	9	2	2	0	0	1	1	1
33	1	1	1	1	1	1	5	5	8	2	2	0	0	1	1	1
32	1	1	1	1	1	1	5	5	8	2	2	0	0	1	1	1
31	1	1	1	1	1	1	5	5	8	2	2	0	0	1	1	1
30	1	1	1	1	1	1	5	5	8	2	2	0	0	1	1	1
29	1	1	1	1	1	1	5	5	8	2	2	0	0	1	1	1
28	1	1	1	1	1	1	4	4	7	2	2	0	0	1	1	1
27	1	1	1	1	1	1	4	4	7	2	1	0	0	1	1	1
26	1	1	1	1	1	1	4	4	7	2	1	0	0	0	0	1
25	1	1	1	1	1	1	4	4	7	2	1	0	0	0	0	1
24	1	1	1	1	1	1	4	4	7	2	1	0	0	0	0	1
23	1	1	1	1	1	1	4	4	7	2	1	0	0	0	0	1
22	1	1	1	1	1	1	4	4	7	2	1	0	0	0	0	1
21	1	1	1	1	1	1	4	4	7	1	1	0	0	0	0	1
20	1	1	1	1	1	1	4	4	7	1	1	0	0	0	0	1
19	1	1	1	1	1	1	3	3	6	1	1	0	0	0	0	1
18	1	1	1	1	1	1	3	3	6	1	1	0	0	0	0	1
17	1	1	1	1	1	1	3	3	6	1	1	0	0	0	0	1
16	1	1	1	1	0	0	3	3	5	1	1	0	0	0	0	1
15	1	1	1	1	0	0	3	3	5	1	1	0	0	0	0	1
14																
13																
12																
11																
10																
9																
8																
7																

Average HPPD

Average +/- 5 ADC

Budget '22

RN:NA Ratio

Budget '22

RN:NA Ratio (with Orientation & Sitters)

Sisters 3 North- 100-6103

HEADCOUNT

Census	Charge RN		RN		Aide			UC	Manager
	7a-7p	7p-7a	7a-7p	7p-7a	7a-7p	3p-11p	7p-7a	9a-9p	
22	1	1	5	5	5		5	1	1
21	1	1	5	5	5		5	1	1
20	1	1	4	4	4		4	1	1
19	1	1	4	4	4		4	1	1
18	1	1	4	4	4		4	1	1
17	1	1	4	4	4		4	1	1
16	1	1	4	4	4		4	1	1
15	1	1	3	3	3		3	1	1
14	1	1	3	3	3		3	1	1
13	1	1	3	3	3		3	1	1
12	1	1	3	3	3		3	1	1
11	1	1	3	3	3		3	1	1
10	1	1	2	2	2		2	1	1
9	1	1	2	2	2		2	1	1
8	1	1	2	2	2		2	1	1
7	1	1	2	2	2		2	1	1
6	1	1	2	2	2		2	1	1
5	1	1	2	2	2		2	1	1

Average HPPD

Average +/- 5 ADC

Budget '23

RN:NA Ratio

Budget '23

RN:NA Ratio(with Orientation & Sitters)

Sisters 3 South- 100-6101

Census	Charge RN		RN		Aide			Monitor Tech			Unit Clerk		Manager
	7a-7p	7p-7a	7a-7p	7p-7a	7a-7p	3p-11p	7p-7a	7a-7p	3p-11p	7p-7a	7a-7p	3p-11p	
36	1	1	9	8	5		6	1	0	1	1	0	1
35	1	1	9	7	5		6	1	0	1	1	0	1
34	1	1	9	7	5		6	1	0	1	1	0	1
33	1	1	9	7	5		6	1	0	1	1	0	1
32	1	1	8	7	4		6	1	0	1	1	0	1
31	1	1	8	7	4		6	1	0	1	1	0	1
30	1	1	8	6	4		5	1	0	1	1	0	1
29	1	1	8	6	4		5	1	0	1	1	0	1
28	1	1	7	6	4		5	1	0	1	1	0	1
27	1	1	7	6	4		5	1	0	1	1	0	1
26	1	1	7	6	4		5	1	0	1	1	0	1
25	1	1	7	5	4		5	1	0	1	1	0	1
24	1	1	6	5	3		4	1	0	1	1	0	1
23	1	1	6	5	3		4	1	0	1	1	0	1
22	1	1	6	5	3		4	1	0	1	1	0	1
21	1	1	6	5	3		4	1	0	1	1	0	1
20	1	1	5	4	3		4	1	0	1	1	0	1
19	1	1	5	4	3		4	1	0	1	1	0	1
18	1	1	5	4	3		3	1	0	1	1	0	1
17	1	1	5	4	3		3	1	0	1	1	0	1
16	1	1	4	4	2		3	1	0	1	1	0	1
15	1	1	4	3	2		3	1	0	1	0	0	1
14	1	1	4	3	2		3	1	0	1	0	0	1
13	1	1	4	3	2		3	1	0	1	0	0	1
12	1	1	3	3	2		2	1	0	1	0	0	1
11	1	1	3	3	2		2	1	0	1	0	0	1
10	1	1	3	2	2		2	1	0	1	0	0	1
9	1	1	3	2	2		2	1	0	1	0	0	1
8	1	1	2	2	1		2	1	0	1	0	0	1
7	1	1	2	2	1		2	1	0	1	0	0	1
6	1	1	2	2	1		1	1	0	1	0	0	1
5	1	1	2	1	1		1	1	0	1	0	0	1

Average HPPD

Average +/- 5 ADC

Budget '23

RN:NA Ratio

Budget '23

RN:NA Ratio(with Orientation & Sitters)

Sisters 3 West- 100-6100

Census		Charge RN		RN			Aide				UC	Manager
		7a-7p	7p-7a	7a-7p	7p-7a	11a-11p	7a-7p	3p-11p	7p-7a		9a-9p	
32		1	1	7	7	0	7		7		1	1
31		1	1	7	7	0	7		7		1	1
30		1	1	6	6	0	6		6		1	1
29		1	1	6	6	0	6		6		1	1
28		1	1	6	6	0	6		6		1	1
27		1	1	6	6	0	6		6		1	1
26		1	1	6	6	0	6		6		1	1
25	>	1	1	5	5	0	5		5		1	1
24		1	1	5	5	0	5		5		1	1
23		1	1	5	5	0	5		5		1	1
22		1	1	5	5	0	5		5		1	1
21		1	1	5	5	0	5		5		1	1
20		1	1	4	4	0	4		4		1	1
19		1	1	4	4	0	4		4		1	1
18		1	1	4	4	0	4		4		1	1
17		1	1	4	4	0	4		4		1	1
16		1	1	4	4	0	4		4		1	1
15		1	1	3	3	0	3		3		1	1
14		1	1	3	3	0	3		3		1	1
13		1	1	3	3	0	3		3		1	1
12		1	1	3	3	0	3		3		1	1
11		1	1	3	3	0	3		3		1	1
10		1	1	2	2	0	2		2		1	1
9		1	1	2	2	0	2		2		1	1
8		1	1	2	2	0	2		2		1	1
7		1	1	2	2	0	2		2		1	1
6		1	1	2	2	0	2		2		1	1

Average HPPD

Average +/- 5 ADC

Budget '23

RN:NA Ratio

RN:NA Ratio(with Orientation & Sitters)

Sisters 4 South- 100-6102

Census	Charge RN		RN		Aide			Unit Clerk		Manager
	7a-7p	7p-7a	7a-7p	7p-7a	7a-7p	3p-11p	7p-7a	9a-9p		
32	1	1	7	7	7		7	1		1
31	1	1	7	7	7		7	1		1
30	1	1	6	6	6		6	1		1
29	1	1	6	6	6		6	1		1
28	1	1	6	6	6		6	1		1
27	1	1	6	6	6		6	1		1
26	1	1	6	6	6		6	1		1
25	1	1	5	5	5		5	1		1
24 >	1	1	5	5	5		5	1		1
23	1	1	5	5	5		5	1		1
22	1	1	5	5	5		5	1		1
21	1	1	5	5	5		5	1		1
20	1	1	4	4	4		4	1		1
19	1	1	4	4	4		4	1		1
18	1	1	4	4	4		4	1		1
17	1	1	4	4	4		4	1		1
16	1	1	4	4	4		4	1		1
15	1	1	3	3	3		3	1		1
14	1	1	3	3	3		3	1		1
13	1	1	3	3	3		3	1		1
12	1	1	3	3	3		3	1		1
11	1	1	3	3	3		3	1		1
10	1	1	2	2	2		2	1		1
9	1	1	2	2	2		2	1		1
8	1	1	2	2	2		2	1		1
7	1	1	2	2	2		2	1		1

Average HPPD

Average +/- 5 ADC

Budget '23

RN:NA Ratio

RN:NA Ratio(with Orientation & Sitters)

Sisters ICU- 100-6200

HEADCOUNT

Census	Charge RN		RN		Aide			Unit Clerk		Manager
	7a-7p	7p-7a	7a-7p	7p-7a	7a-7p	3p-11p	7p-7a	11a-7p		
16	1	1	8	8	4		4	1	0	1
15	1	1	8	8	3		3	1	0	1
14	1	1	7	7	3		3	1	0	1
13	1	1	7	7	3		3	1	0	1
12	1	1	6	6	3		3	1	0	1
11	1	1	6	6	3		3	1	0	1
10 >	1	1	5	5	2		2	1	0	1
9	1	1	5	5	2		2	1	0	1
8	1	1	4	4	2		2	1	0	1
7	1	1	4	4	2		2	0	0	1
6	1	1	3	3	2		2	0	0	1
5	1	1	3	3	1		1	0	0	1
4	1	1	2	2	1		1	0	0	1

Average HPPD

Average +/- 5 ADC

Budget '23

RN:NA Ratio

Budget '23

RN:NA Ratio(with Orientation & Sitters)

Sisters Caridology

Cardiac Sonographer	0630-1430	1
	0700-1500	2
Registered Nurse	0730-1200	1
	0730-1330	1
Customer Service Representative	0700-1500	1

Sisters Operating Room 100-7360

	1 RM	2 RMs	3 RMs	4 RMs	5 RMs	6 RMs	7 RMs	8 RMs	9 RMs	10 RMs	11 RMs	12 RMs	Uro
0700-1700													
ORSupervisor/CN	1	1	1	1	1	1	1	1	1	1	1	1	
RNs	1	2	3	4	5	6	7	8	9	10	11	12	1
ST	1	2	3	4	5	6	7	8	9	10	11	12	1
Relief/Turn Over RN	1	1	1	2	2	2	2	2	2	3	3	3	0
Relief/Turn Over ST	1	1	1	2	2	2	2	2	2	2	2	2	0
Non direct care ST	1	1	1	1	1	2	2	2	2	2	2	2	
Total RNs**	2	3	4	6	7	8	9	10	11	13	14	15	1
Total STs	3	4	5	7	8	10	11	12	13	14	15	16	1
Anesthesia Assistant	1	1	1	1	2	2	2	2	3	3	3	3	
1700-1900													
CN	1	1	1	1	1	1	1	1	1	1	1	1	1
RNs	1	2	3	4	5	6	7	8	9	10	11	12	2
ST	1	2	3	4	5	6	7	8	9	10	11	12	1
Relief/Turn Over RN		1	1	1	1	1	2	2	2	2	2	2	
Relief/Turn Over ST	0	1	1	1	1	1	1	1	1	1	1	1	
Non direct care ST	0	1	1	1	1	1	1	1	1	1	1	1	
Anesthesia Assistant													
Total RNs (CN)	1	3	4	5	6	7	8	9	10	11	12	13	2
Total STs	1	3	4	5	6	7	8	9	10	11	12	13	1
1900-2230													
CN	1	1	1	1	1	1	1	1	1	1	1	1	
RNs	1	2	3	4	5	6	7	8	9	10	11	12	
ST	1	2	3	4	5	6	7	8	9	10	11	12	
Relief/Core RN	0	1	1	1	1	1	1	1	1	2	2	2	
Relief/Core ST	0	1	1	1	1	1	1	1	1	2	2	2	
Total RNs**	1	3	4	5	6	7	8	9	10	12	13	14	
Total STs	1	3	4	5	6	7	8	9	10	12	13	14	
CN	1	1	1	1	1	1	1	1	1	1	1	1	
RNs	1	2		4	5	6	7	8	9	10	11	12	
ST	1	2	3	4	5	6	7	8	9	10	11	12	
Relief/Core RN	0	0	0	0	1	1	1	1	1	2	2	2	
Relief/Core ST	0	0	0	0	1	1	1	1	1	2	2	2	
Total RNs**	1	2	0	4	6	7	8	9	10	12	13	14	
Total STs	1	2	3	4	6	7	8	9	10	12	13	14	

Sisters Interventional Radiology

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7a-5p RN	3	2	2	2	3		
7a-5p Tech	1	0	1	1	1		
7a-3p	1	2	1	1	1		
9a-5p	2	2	2	2	2		
Total hours	66.50	57.00	57.00	57.00	66.50	0.00	0.00
Total FTE							8.00

RN	Hours	FTE
Nancy Patterson	75.0	1.0
Marnie Kamats	75.0	1.0
Brenda Breckner	75.0	1.0

Techs		
Rich Fabrizi	75.0	1.0
Alsion Bush	7.5	1.0
Courtney Helfrich	75.0	1.0
Jude Kawzynski	7.5	0.1
Megan Pattison	75.0	1.0
Jordan Kaney	7.5	1.0
		8.1

Sisters PAT

Staffing Plan

11a	4	2
3p	2	0
7p	0	0
11p	0	0
3a	0	0

Staffing Summary methods used to determine or adjust staffing

4 RNs based on 32 appointments will staff up to 5 RNs when appointments are 36 or more. 2 service reps daily one to check patients in the 2nd is completing chart prep for upcoming surgeries.

Sisters GI Lab

			Staffing Plan		
RN Advanced prodedure	3:1		11a	10	2
RN recovery	1:2		3p	9	2
NA/Endo Tech	2		7p	0	0
Clerical	0.5 (days)		11p	0	0
			3a	0	0

Staffing Summary methods used to determine or adjust staffing

2 RNs pre procedure, 3 RNs phase 2, 2 RNs per procedure room x 2 rooms 1 CN no patient assignment. 1 endo tech pre/post procedure pt d/c cart turnover 1 tech for scope processing.

Sisters PACU- 100- 7380

Critical Care	1:1
AS	1

Staffing Plan

11a	9	4	
3p	8	2	
7p	6	1	
11p	0	0	
3a	0	0	

Staffing Summary methods used to determine or adjust staffing

OR pts typically enter PACU starting at 0800. staffing staggered to meet OR activity maintaining 1:2 ratio maintaining highest levels of staff during busiest time periods of 11-7pm.

Sisters ASU- 100-7390

Service Reprentative	3

Staffing Plan

11a	11	3	3
3p	10	2	1
7p	3	1	0
11p	0	0	0
3a	0	0	0

Staffing Summary methods used to determine or adjust staffing

core daily RN staff of 11 flexed starts to accommodate pre op and post op patient flow. Operational hours of 0530-2100. one service rep in surgical waiting room 8-18.

Sisters Dialysis- 100-7663

Staffing Plan

Time	# RN	# TA	UC
7a	1	0	
8a	2	0	
9a	3	0	
11a	3	0	
3p	3	0	
7p	2	0	
8p	1	0	
11p	0	0	

Charge Nurse	
RN - Adult	
RN- Pediatric	
Critical Care	
AS	

Staffing Summary methods used to determine or adjust staffing

Typically we schedule 3 nurses a day. One starting at 7am, a second at 8am and third at 9am. This staggering allows time to get orders in from physicians as well as coordinate with IXR for patients who need catheters. They work 12 hours shifts as well as one of them taking call overnight until the next day. ICU unit clerk will help if needed. At times we will schedule a nursing assistant if census is high to allow nurses to safely complete 2 treatments at time but is not standard. Staffing adjusted based on census and isolation status.