



MidHudson Regional Hospital

Westchester Medical Center Health Network

Clinical Staffing Plans 2805-t

November 8, 2023

INTRODUCTION

MidHudson Regional Hospital in Poughkeepsie is 243-bed hospital providing acute care services and direct access to the renowned care at WMCHHealth, the Hudson Valley's largest healthcare network. Services include the area's first Level II Trauma Center, WMCHHealth Heart and Vascular Institute, neurosciences, behavioral health services, and Maria Fareri Children's Healthcare Services at MidHudson Regional Hospital.

The Medicare case mix index for Adult and Peds acute care is 2.09 and non-Medicare is 1.89.

The Clinical Staffing Committee was implemented on February 28th 2022. Representation included representatives of the 1199 SEIU in addition to registered nurses and ancillary members of the frontline patient care team. Hospital administration including the Nurse Executive, the Chief Financial officer designee, human resource personnel and labor representation as well as nurse managers and directors. Ratios and staffing were determined based on the needs of the patients in addition to the additional variables outline needing to be considered with staffing needs on each respective unit. The staffing committee mutually agreed upon the ratios on 6/30/22, 6/27/23 and 8/14/23. These mutually agreed upon ratios provided the framework for daily staffing assignments.

The following is a review of the patient care units within the organization:

Mid-Hudson Campus- PFI 000180

Mid-Hudson Regional Hospital - 3 Cooke ICU

UNIT DESCRIPTION:

3 Cooke ICU is a 15-bed critical care unit with an average daily census of 10.6 on the third floor of the Cooke Pavilion. The unit provides nursing services 24 hours a day, 7 days a week. Critical Care patients require continuous cardiac monitoring, may be hemodynamically unstable and require nursing interventions every 2 hours or more frequently as patient condition require. The 3 Cooke ICU/CCU Unit will perform and or request the following evaluation, monitoring, diagnostic and treatment functions as related to the presenting complaint or as indicated, including but not limited to; pain management, hemodynamic monitoring, cardiac monitoring and ventilator management. The top 5 diagnoses for the ICU:

- Pneumonia
- Sepsis
- Trauma
- GI/GU surgery
- Renal Failure

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for the ICU RNs is 1:2.

The mutually agreed upon PCT Ratio is 1 PCT 24/7

The mutually agreed upon Unit Secretary coverage is 2-(8 hour shifts) 5 days a week.

Mid-Hudson Regional Hospital - 3 Cooke Progressive Care Unit

UNIT DESCRIPTION:

3 Cooke is a 15 bed Progressive Care Unit with an average daily census of 13. The unit provides nursing services 24 hours a day, 7 days a week and is located on the third floor of the Cooke pavilion. Intermediate care patients require continuous cardiac monitoring, may be hemodynamically unstable and require nursing interventions every 4 and not more than every 2 hours on a regular basis. The 3 Cooke Progressive Care Unit will perform and or request the following evaluation, monitoring, diagnostic and treatment functions as related to the presenting complaint or as indicated, including but not limited to: pain management, hemodynamic monitoring, ventilator management, cardiac monitoring and dialysis. The top 5 diagnoses for 3 Cooke Progressive Care Unit;

- Pneumonia
- Sepsis
- Trauma
- General Surgery
- GI/GU Surgery

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Telehealth Monitor Techs, Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for the PCU RNs is a 1:4.

The mutually agreed upon PCT Ratio is 1:10

The mutually agreed upon Unit Secretary coverage is 2 (8 hours shifts) - 5 days a week and 1 (8 hours shift) - 3 evenings a week

Mid-Hudson Regional Hospital - 4 Cooke Total Joint Unit

UNIT DESCRIPTION:

4 Cooke Total Joint unit is a 7-bed unit on the fourth floor of the Cooke Pavilion with an average daily census of 2.6. The unit provides nursing services Monday through Friday. Surgical patients require general medical/surgical care, are hemodynamically stable and require nursing interventions no more than every 4 hours. They do not require vasoactive agents. The 4 Cooke Unit will perform and or request the following evaluation, monitoring, diagnostic and treatment functions as related to the presenting complaint or as indicated, including but not limited to: pain management, functional mobility and Occupational and Physical Therapies. The top 4 diagnoses for 4 Cooke Total Joint are:

- Knee Replacement
- Hip Replacement
- Spinal Surgery
- Shoulder Surgery

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for the 4 Cooke TJ RNs is a 1:6.

The mutually agreed upon PCT Ratio is 1:10

The mutually agreed upon Unit Secretary coverage is 1(8 hour shift)- 5 days a week 7a to 3p

Mid-Hudson Regional Hospital - 5 Cooke Unit

UNIT DESCRIPTION:

5 Cooke is a 34 bed Medical/Surgical unit on the fifth floor of the Cooke Pavilion with an average daily census of 30. The unit provides nursing services 24 hours a day, 7 days a week. Medical Surgical/Telemetry patients require general medical/surgical care, are hemodynamically stable and require nursing interventions no more than every 4 hours. Telemetry patients require continuous cardiac monitoring. They do not require vasoactive agents. The 5 Cooke Unit will perform and or request the following evaluation, monitoring, diagnostic and treatment functions as related to the presenting complaint or as indicated, including but not limited to: pain management, blood glucose monitoring, cardiac monitoring and medication management. The top 5 diagnoses for 5 Cooke are:

- Pneumonia
- Sepsis
- Diabetes
- Medical with Psychiatric co-morbidity
- GI/GU surgery

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Telehealth Monitor Techs, Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for the 5 Cooke RNs is a 1:6.

The mutually agreed upon PCT Ratio is 1:10

The mutually agreed upon Unit Secretary coverage is 1 24/7 5 days a week.

Mid-Hudson Regional Hospital - 6 Cooke Unit

UNIT DESCRIPTION:

6 Cooke is a medical/surgical unit on the sixth floor of the Cooke Pavilion is a 34 bed unit with an average daily census of 30. The unit provides nursing services 24 hours a day, 7 days a week. Medical Surgical patients require general medical/surgical care, are hemodynamically stable and require nursing interventions no more than every 4 hours. This unit has telemetry capability for those patients who require it but who do not require vasoactive agents. The 6 Cooke Unit will perform and/or request the following evaluation, monitoring, diagnostic and treatment functions as related to the presenting complaint or as indicated, including but not limited to: pain management, blood glucose monitoring and psychiatric co-management. The top 5 diagnoses for 6 Cooke are:

- Pneumonia
- Sepsis
- Diabetes
- Medical with Psychiatric co-morbidity
- GI/GU surgery

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Telehealth Monitor Techs, Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for the 6 Cooke RNs is 1:6.

The mutually agreed upon PCT Ratio is 1:10

The mutually agreed upon Unit Secretary coverage is 1 24/7 5 days a week.

Mid-Hudson Regional Hospital – 4 Cooke Pediatrics

UNIT DESCRIPTION:

4 COOKE PEDIATRICS is a 10 bed acute care unit on the fourth floor of the Cooke Pavilion with an average daily census of 3.6. The patients served on this unit range in age from infants through 21 years. The unit provides nursing services 24 hours a day, 7 days a week. Pediatric patients require general medical/surgical care, are hemodynamically stable and require nursing interventions no more than every 4 hours. There are 2 negative pressure isolation rooms located on this unit. The Pediatric Unit will perform and/or request the following evaluation, monitoring, diagnostic and treatment functions as related to the presenting complaint or as indicated, including but not limited to: oxygen therapy, pulse oximetry, intravenous administration, antibiotic administration and dressing changes. The top 5 diagnoses for 4 Cooke peds are:

- Pulmonary-Bronchiolitis, Asthma, Pneumonia, RSV
- General Pediatrics- Dehydration, Electrolyte Imbalance
- Gastroenterology
- Post-Op Surgical
- Neurology- Seizures

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for the 4 Cooke RNs is 1:4.

The mutually agreed upon PCT Ratio is 1:10

The mutually agreed upon Unit Secretary coverage is 2 (8 hours shifts) 5 days a week.

Mid-Hudson Regional Hospital - 4 Cooke Acute Rehabilitation

UNIT DESCRIPTION:

4 Cooke is an 18 bed acute rehabilitation unit on the fourth floor of the Cooke Pavilion with an average daily census of 7.7. The unit provides nursing services 24 hours a day, 7 days a week. Acute rehabilitation medical surgical patients require general medical/surgical care, are hemodynamically stable and require nursing interventions no more than every 4 hours. They do not require acute rehabilitation services. The 4 Cooke Unit will perform and or request the following evaluation, monitoring, diagnostic and treatment functions as related to the presenting complaint or as indicated, including but not limited to: pain management, functional mobility, occupational and physical therapies and speech therapy. The top 5 diagnoses for 4 Cooke Rehab are:

- Stroke
- Traumatic Brain Injury
- Trauma
- Neurosurgery
- Hip replacement

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for the 4 Cooke Rehab RNs is 1:8.

The mutually agreed upon PCT Ratio is 1:10

The mutually agreed upon Unit Secretary coverage is 1(8 hour shift) shared 5 days a week 7a-3p.

BEHAVIORAL HEALTH

Mid-Hudson Regional Hospital - 4 THORNE – DETOX UNIT

UNIT DESCRIPTION:

DETOX is a 15 bed medically-managed unit, located on the 4th floor of the Thorne Wing with an average daily census of 9.9. The unit provides inpatient services 24 hours a day, 7 days a week by an interdisciplinary treatment team in a structured and supportive environment to safely withdraw from alcohol and other drugs. Nurses provide ongoing monitoring, assessment, and treatment of patients throughout the detoxification process and help prepare for medical needs upon discharge. Both counselors and therapists additionally provide patient education, 1:1 counseling to assist in preventing relapse and make aftercare referrals for recovery. This service is OASAS certified. In addition, the Opioid Detox Program is CARF accredited. The Detox unit will perform and/or request the following monitoring, diagnostic, evaluation and treatment functions related to the presenting complaint, or as indicated, including but not limited to: withdrawal assessments, pain management, medication management, co-occurring psychiatric management and group therapy. The top 2 diagnoses for the Detox unit are

- Opioid Dependence
- Alcohol Dependence

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Admissions Coordinator, Intake Specialists, Physical Therapists, Art Therapists, Music Therapists, Recreation Therapists, CASAC Therapists, Chemical Dependency Counselors, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for Detox RNs is a 1:5.

The mutually agreed upon PCT Ratio is 2 (8 hour shifts) days and night

The mutually agreed upon Unit Secretary coverage is 1 (8 hour shift) 5 days a week on day shift.

MID-Hudson Regional Hospital - 4 THORNE – Rehab

UNIT DESCRIPTION:

REHAB is a 23 bed Behavioral Health unit located on the 4th floor of the Thorne Wing with an average daily census of 16, specializing in providing treatment for addiction disorders. The unit provides inpatient nursing services 24 hours a day, 7 days a week by an interdisciplinary treatment team in a structured and supportive environment. The goals of the interdisciplinary treatment team are to assist patients in rebuilding their lives socially, physically, emotionally, vocationally and spiritually. Coping skills are taught which provide patients the ability to deal with life's pressures without the use of drugs or alcohol. Nurses provide ongoing monitoring, assessment, and treatment of patients throughout the rehabilitation process and help prepare for medical needs upon discharge. Both counselors and therapists additionally provide patient education, 1:1 counseling to assist in preventing relapse and make aftercare referrals for recovery. This service is OASAS certified. The Rehab unit will perform and/or request the following monitoring, diagnostic, evaluation and treatment functions related to the presenting complaint, or as indicated,

including but not limited to: medication management, co-occurring psychiatric management, group therapy and individualized counseling. The top 3 diagnoses for the Rehab unit:

- Opioid Dependence
- Alcohol Dependence
- Cocaine Dependence

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Admissions Coordinator, Intake Specialists, Physical Therapists, Art Therapists, Music Therapists, Recreation Therapists, CASAC Therapists, Chemical Dependency Counselors, Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for Rehab RNs is a 1:12.

The mutually agreed upon PCT Ratio is 1 24/7.

The mutually agreed upon Unit Secretary coverage is shared 1 on day shift 7a-3p.

Mid-Hudson Regional Hospital – 5 THORNE

UNIT DESCRIPTION:

5 THORNE is a 23 bed Behavioral Health unit located on the 5th floor of the Thorne Wing with an average daily census of 20. This unit specializes in providing treatment for mental health disorders. The unit provides inpatient nursing services 24 hours a day, 7 days a week. The unit will perform and/or request the following monitoring, diagnostic, evaluation and treatment functions related to the presenting complaint, or as indicated, including but not limited to: medication management, co-occurring substance abuse treatments, pain management, group therapy and individualized counseling. The top 3 diagnoses for the unit are:

- Bipolar Disorder
- Schizophrenia
- Major Depressive Disorder

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Admissions Coordinator, Intake Specialists, Physical Therapists, Art Therapists, Music Therapists, Recreation Therapists, Chemical Dependency Counselors, Mental Health Counselors, Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for 5 Thorne RNs is a 1:6.

The mutually agreed upon PCT Ratio is 1:6

The mutually agreed upon Unit Secretary coverage is 1 (8 hour shift) on day shift 7a-3p.

Mid-Hudson Regional Hospital - 5 SPELLMAN

UNIT DESCRIPTION:

5 SPELLMAN is a 17 bed Behavioral Health unit located on the 5th floor of the Spellman Wing with an average daily census of 15. The unit specializes in providing treatment for mental health disorders. The unit provides inpatient nursing services 24 hours a day, 7 days a week. The unit will perform and/or request the following monitoring, diagnostic, evaluation and treatment functions related to the presenting complaint, or as indicated, including but not limited to: medication management, co-occurring substance abuse treatment, pain management, group therapy and individual counseling. The top three diagnoses for the unit are;

- Bipolar Disorder
- Schizophrenia
- Major Depressive Disorder.

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Admissions Coordinator, Intake Specialists, Physical Therapists, Art Therapists, Music Therapists, Recreation Therapists, Chemical Dependency Counselors, Mental Health Counselors, Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for 5 Spellman RNs is a 1:6.

The mutually agreed upon PCT Ratio is 1:6

The mutually agreed upon Unit Secretary coverage is shared 1(8 hours shift) on day shift 7a-3p.

Mid-Hudson Regional Hospital - 4 SPELLMAN

UNIT DESCRIPTION:

4 SPELLMAN is a 15-bed unit Behavioral Health unit located on the 4th floor of the Spellman Wing with an average daily census of 13. The unit specializes in providing treatment for mental health disorders. The unit provides inpatient nursing services 24 hours a day, 7 days a week. The unit will perform and/or request the following monitoring, diagnostic, evaluation and treatment functions related to the presenting complaint, or as indicated, including but not limited to: medication management, co-occurring substance abuse treatment, pain management, group therapy and individual counseling. The top 3 diagnoses for the unit:

- Bipolar Disorder
- Schizophrenia
- Major Depressive Disorder

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters Admissions Coordinator, Intake Specialists, Physical Therapists, Art Therapists, Music Therapists, Recreation Therapists, Chemical Dependency Counselors, Mental Health Counselors, Physical Therapists, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for 4 Spellman RNs is a 1:6.

The mutually agreed upon PCT Ratio is 1:6

The mutually agreed upon Unit Secretary coverage is shared 1 on day shift 7a-3p.

EMERGENCY SERVICES

Emergency Room- MidHudson

UNIT DESCRIPTION:

The Emergency Department is a 30 bed unit located on the first floor of the Neumann wing with an average of 108 visits per day. The unit provides nursing services 24 hours a day, 7 days a week for emergency medical and psychiatric care. The Intensive Care patients require continuous cardiac monitoring, may be hemodynamically unstable and require nursing interventions every 2 hours on a regular basis, or more frequently as patient condition requires. The Intermediate Care patients require continuous cardiac monitoring, are hemodynamically stable and require nursing interventions at least every 4 hours, and not more than every 2 hours on a regular basis. Telemetry patients require continuous cardiac monitoring, are hemodynamically stable and require nursing interventions no more than every 4 hours. They do not require vasoactive agents. Medical Surgical patients require general medical/surgical care, are hemodynamically stable and require nursing interventions no more than every 4 hours. The top 5 diagnoses for the Emergency Room are:

- Trauma
- Pain
- Headache
- Abdominal pain
- Psychiatric disorders

Additional Support for this unit includes, Phlebotomists; Respiratory Therapists; Case Managers and Discharge Planners; Transporters; Dietary Aides; Dietitians; Pharmacists, Telehealth including eICU; (Ayasys) E-sitters; Physical Therapists, Social Workers, EMS Coordinator, Occupational Therapists and Speech Therapists, Nursing Education; Chaplaincy; Nurse Epidemiologists; Nursing Quality Coordinators and Nurse Informaticists. Patient care units are supported by a Clinical Administrator, Nurse Manager and a Nursing Director.

The mutually agreed upon ratio for ER nurses is a 1:4.

The mutually agreed upon PCT staffing is 4 at 7am, 2 at 11am and 4 at 7pm. (all 12 hours shifts)

The mutually agreed upon Unit Secretary coverage is shared 1 24/7

Perioperative Services- Mid Hudson

Main Operating Room is a 7-room operating room suite, inclusive of 1 Cysto room, and 1 Procedure room with an average volume of 16 cases per day. Services include caring for adult and pediatric inpatients and outpatients in the following specialties: ENT, Gynecology, GI, Pulmonary, Colorectal, General, Oral/Maxillofacial, Plastics, Ophthalmology, Orthopedics, Neurosurgery, Trauma, Robotics, Urology, and Vascular. The unit is open 24 hours per day, 7 days per week. The call team is also utilized as added support from 11pm-7am Monday -Thursday and on the weekends and holidays 24 hours/day. Work in rooms are always available for trauma, urgent, and emergency cases. A modified block scheduling system is utilized by all procedural areas for elective booking of procedures.

Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nurse Manager, Nursing Directors, Nursing Assistant Vice President. The mutually agreed upon ratios for the Main Operating Room are:

RN 1:1

Scrub CST/RN 1:1

Atrium Operating Room is a 4 operating room suite with an average volume of 5.14 cases per day. Services include caring for adult and pediatric outpatients in the following specialties: ENT, Gynecology, General, Oral/Maxillofacial, Plastics, Ophthalmology, Orthopedics, and Urology. The unit is open Monday -Friday 7am-330pm. A modified block scheduling system is utilized by all procedural areas for elective booking of procedures.

Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nurse Manager, Nursing Directors, Nursing Assistant Vice President. The mutually agreed upon ratios for the Ambulatory Care Operating Room are:

RN 1:1

Scrub CST/RN 1:1

Same Day Surgery area is an 18-bay unit providing care for all Main OR procedural inpatients as Procedural patients from the Cath Lab, Endoscopy, Radiology, VIR and NIR. The unit is open from 5am-9pm Monday through Friday and care focuses on the assessment for, the diagnosis of, intervention for, and evaluation of physical or psychosocial problems or risk factors of the preoperative patient. Care is provided to allow the patient to safely transition to the Operating Room and provide Phase II level of recovery. The Pre-Operative area ensures patients are prepared for surgery and acts as the final checkpoint before entry to the Operating Room.

Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nursing Director, Nursing Assistant Vice President. The mutually agreed upon ratios for the Same Day Surgery Area is:

RN 1:3

PACU-Post Anesthesia Care Unit -Main OR is a 11-bay unit providing care for all Main OR procedural patients, as well as procedural. The unit is open 7am-11pm Monday through Friday. The call team is also utilized from 11pm-7am Monday - Thursday and on the weekends and holidays 24 hours/day. The care focuses on the assessment for, the diagnosis of, intervention for, and evaluation of physical or psychosocial problems or risk for problems that may result from the administration of sedation/anesthetic agents and techniques. Care is provided to allow the patient to safely transition to the inpatient setting, critical care unit or to home.

The unit provides professional nursing care and recovery management for post-anesthesia patients under the direction of the Anesthesia department. Constant vigilance is required to meet the needs of the post-anesthesia patient.

Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nursing Director, Nursing Assistant Vice President. The mutually agreed upon ratios for the Post Anesthesia Care Unit -Main OR is:

RN 1:2

Atrium Pre and Post Anesthesia Care Unit is a 10 bay unit with an average volume of 6 patients per day, providing care for all Atrium OR procedural patients. The unit is open from 5:30 am-330pm Monday through Friday and care focuses on the assessment for, the diagnosis of, intervention for, and evaluation of physical or psychosocial problems or risk for problems that may result from the administration of sedation/anesthetic agents and techniques. The preoperative phase includes ensuring patients are prepared for surgery and is the final checkpoint before entry to the Operating Room. Post operatively, care is provided to allow the patient to safely transition to home.

The unit provides professional nursing care and recovery management for pre-operative and post-anesthesia patients under the direction of the Anesthesia department. Constant vigilance is required to meet the needs of the post-anesthesia patient.

Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nursing Director, Nursing Assistant Vice President.

The mutually agreed upon ratios for the Ambulatory Care Pavilion Pre and Post Anesthesia Care Unit is:

RN 1:3

Endoscopy is a 1 procedural room suite with an average volume of 4 procedures per day. The suite is open for elective and urgent/emergent procedures Monday -Friday from 7am-330pm. All procedures are supported by the Same Day Surgery staff. The call team is also utilized as added support from 11pm-7am Monday -Thursday and on the weekends and holidays 24 hours/day The Endoscopy Suite accommodates patients for GI and endoscopic services. In addition to routine endoscopic procedures, their advanced procedures include but are not limited to complex endoscopy and ERCP.

Additional support for this unit includes: Anesthesiologists, Environmental Services, Biomedical Engineering, Courier Services, Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Anesthesia, Nurse Manager, Nursing Director, Nursing Assistant Vice President. The mutually agreed upon ratios for the Endoscopy Unit is:

RN 1:1

Interventional Radiology is a 1 procedural room suite with an average volume of 4 procedures per day. Services include CT-Scan, MRI, Ultrasound, Thrombectomy, NIR and VIR. The suite is open for elective and urgent/emergent procedures Monday -Friday from 7am-530pm. The call team is utilized from 530pm-7am Monday -Thursday and on the weekends and holidays 24 hours/day. All procedures are supported by the Same Day Surgery staff for Preop and Phase II level of recovery.

Additional support for this unit includes: Anesthesiologists, Environmental Services, Biomedical Engineering, Courier Services, Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nursing Director, Nursing Assistant Vice President.

The mutually agreed upon ratios for the Radiology Unit is:

RN 1:1

Wound Care & Hyperbaric Services (Mid-Hudson Campus)

UNIT DESCRIPTION:

The Center for Wound Healing and Hyperbaric Medicine at the Mid-Hudson campus utilizes a multidisciplinary approach to treat chronic, non-healing wounds caused by diabetes, poor circulation, or other conditions. Using state-of-the-art wound care techniques including skin substitutes, compression therapies, negative pressure wound therapies, and more; our patients achieve better and faster healing rates in comparison to conventional wound care alone. The department is staffed by licensed practical nurses and registered nurses. Located on the 2nd floor of the Atrium Building, the Program is operational Monday through Friday 8 am to 4pm and closed for most major holidays. The unit has the capacity to treat approximately 25-30 patients daily. The MidHudson Center for Wound Healing and Hyperbaric Medicine physical setting consists of a suite with three monoplace chambers, four wound care treatment rooms, two changing rooms, one waiting room, two patient restrooms, one front desk area, a nursing station, multiple storage closets and administrative and physician offices.

The MidHudson Regional Hospital Center for Wound Healing and Hyperbaric Medicine Program Director and Regional Director communicate as needed with Hospital Administration at which time patient concerns and performance

improvement data are reported if indicated. Department staff meetings are held periodically at which time the above data is shared and the input and concerns of the staff are discussed.

Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Medical Technician Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nursing Director

The agreed upon staffing matrix for this unit daily 8a to 4pm is: 2 RN, 2 LPN and 1 tech Monday through Friday.

Inpatient Dialysis Department

The Inpatient Dialysis Department is located on 3 Spellman at MidHudson Regional Hospital. A dedicated multi-bed treatment room is located on 5 Cooke in room 511. Under the direction of a board-certified nephrologist, the dialysis department provides routine and emergent hemodialysis to hospitalized acute and/or chronic End Stage Renal Disease patients. Inpatient dialysis services are available 24 hours a day, 7 days a week, 365 days a year. Staffing for this unit is available 24/7. The Dialysis Department provides bedside routine and emergent hemodialysis to hospitalized acute and/or chronic End Stage Renal Disease patients

Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Medical Technician Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nursing Director,

The agreed upon staffing matrix for this unit is a 1:1 for RN.

Cardiac Catheterization Lab

The Cardiac Catheterization laboratory provides diagnostic cardiovascular procedures for adult outpatients and inpatients. Patients in need of both diagnostic cardiac catheterizations and pacemaker and internal loop recorder insertions are cared for. The unit is staffed with physician, registered nurses (RN) and licensed Radiology technologists (RT). Each procedure is staffed with a complement of RNs and RTs that are flexed based on the patients' procedure needs. Cardiac Catheterization Lab is located on 2 Spellman in main hospital. The hours of operation are Monday through Friday 7AM- 5PM.

Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Medical Technician Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nursing Director

The mutually agreed upon staffing ratio for Cath Lab RN is 2:1

Non-Invasive Cardiology

Stress Testing is located on 1 Cooke Radiology Main. Outpatient appointments are scheduled Monday- Friday. The department is staffed with RNs, EKG techs, nuclear technologists, Physicians, and Physician assistants. The ECHO and Vascular Testing Rooms are located at 1 Cooke/Radiology. The department is staffed with echocardiography technologists' technologists, RNs, physicians and physicians' assistants, and scheduler. The ECHO Department is staffed

weekdays from 7AM – 4PM and available 24/7 through On-Call. Echocardiograms are completed for adults in addition to Additional support for this unit includes: Environmental Services, Biomedical Engineering, Courier Services, Medical Technician Phlebotomists, Respiratory Therapists, Physical Therapists, Nursing Education, Chaplaincy Services, Volunteer Services, Legal Affairs, Radiology, Pathology, Pharmacy, Facilities Management, Patient Relations, Dietary Services, IT, Risk Management, Quality Management, Infection Control, Materials Management, Security, Nursing Director

The agreed upon RN staffing is 1 nurse 7a-4pm.

Mutually agreed upon Staffing Ratios in 2023 for implementation January 1st 2024.

1199 Committee						
Department	Cost Center	Department	Cost Center Description	Request	Current RN Ratio	Committee agreement
Med -Surg	1311	Med Surg	MHRH - 5-COOKE ACUTE	1:5	1:6	1:6
Med -Surg	1312	Med Surg	MHRH - 6-COOKE ACUTE	1:5	1:6	1:6
Med -Surg	1313	Med Surg	MHRH - TOTAL JOINT CTR	1:6	1:6	1:6
Critical Care	1316	Critical Care	MHRH - PCU	1:4	1:4	1:4
Critical Care	1321	Critical Care	MHRH - ICU	1:2	1:2	1:2
BHU	1331	BHU	MHRH - ALCOHOL DETOXIFICATION	1:5	1:5	1:5
BHU	1332	BHU	MHRH - CHEMICAL DEPENDENCY REHAB	1:12	1:12	1:12
BHU	1341	BHU	MHRH - MENTAL HEALTH 5 Thorne	1:6	1:8	1:6
BHU	1341	BHU	MHRH - MENTAL HEALTH 5 Spellman	1:6	1:8	1:6
BHU	1341	BHU	MHRH - MENTAL HEALTH 4 Spellman	1:6	1:8	1:6
Med -Surg	1351	Med Surg	MHRH - 4-COOKE REHAB	1:8	1:8	1:8
Pediatrics	1355	Pediatrics	MHRH - PEDIATRICS	1:4	1:4	1:4

Department	Cost Center Description	1199 Committee Request	Current Ratio's / Patient Care Tech's	Current Ratio's / Patient Care Tech's	AGREED UPON	
			per day (12 Hour Shift)	per day (8 Hour Shift)	12 HR	8HR
Med Surg	MHRH - 5-COOKE ACUTE	1:10		1:10		1:10
Med Surg	MHRH - 6-COOKE ACUTE	1:10		1:10		1:10
Med Surg	MHRH - TOTAL JOINT CTR	1:10		1:10		1:10
Critical Care	MHRH - PCU	1:8	1:8		1:8	
Critical Care	MHRH - ICU	2 (1 on days , 1 on nights)	2 (1 on days , 1 on nights)		2 (1 on days , 1 on nights)	
BHU	MHRH - ALCOHOL DETOXIFICATION	2 (1 on days , 1 on nights)		2 (1 on days , 1 on nights)		2 (1 on days , 1 on nights)
BHU	MHRH - CHEMICAL DEPENDENCY REHAB	3 (1.5 on days , 1.5 on nights)		3 (1.5 on days , 1.5 on nights)		3 (1.5 on days , 1.5 on nights)
BHU	MHRH - MENTAL HEALTH 5 Thorne	1:6	1:6	1 PCT on the eve shift	1:6	1 PCT on the eve shift
BHU	MHRH - MENTAL HEALTH 5 Spellman	1:6		1:6		1:6
BHU	MHRH - MENTAL HEALTH 4 Spellman	1:6	1:6		1:6	
Med Surg	MHRH - 4-COOKE REHAB	1:10		1:10		1:10
Pediatrics	MHRH - PEDIATRICS	1:10	1:10		1:10	

Department	Cost Center Description	1199 Committee Request	Unit Secretaries per day (8hr shift)	Agreed upon
Med Surg	MHRH - 5-COOKE ACUTE	3(1day, 1 eve, 1 night) 5 days a week	3(1day, 1 eve, 1 night) 5 days a week	3(1day, 1 eve, 1 night) 5 days a week
Med Surg	MHRH - 6-COOKE ACUTE	3(1day, 1 eve, 1 night) 5 days a week	3(1day, 1 eve, 1 night) 5 days a week	3(1day, 1 eve, 1 night) 5 days a week
Med Surg	MHRH - TOTAL JOINT CTR	.5 -5 Days per week	.5 -5 Days per week	.5 -5 Days per week
Critical Care	MHRH - PCU	2 - 5days/wk, 1- 3 eve/wk	2 - 5days/wk, 1- 3 eve/wk	2 - 5days/wk, 1- 3 eve/wk
Critical Care	MHRH - ICU	2 - 5days/week	1 - 5days/week	2 - 5days/week
BHU	MHRH - ALCOHOL DETOXIFICATION	.5 -5 Days per week	.5 -5 Days per week	.5 -5 Days per week
BHU	MHRH - CHEMICAL DEPENDENCY REHAB	.5 -5 Days per week	.5 -5 Days per week	.5 -5 Days per week
BHU	MHRH - MENTAL HEALTH 5 Thorne	1 - 5 days/week	1 - 5 days/week	1 - 5 days/week
BHU	MHRH - MENTAL HEALTH 5 Spellman	1 - 5 days/week	1 - 5 days/week	1 - 5 days/week
BHU	MHRH - MENTAL HEALTH 4 Spellman	1 - 5 days/week	1 - 5 days/week	1 - 5 days/week
Med Surg	MHRH - 4-COOKE REHAB	.5 -5 Days per week	.5 -5 Days per week	.5 -5 Days per week
Pediatrics	MHRH - PEDIATRICS	2 5 days a week	2 5 days a week	2 5 days a week
ED	MHRH - EMERGENCY ROOM/ BRINN	3(1day, 1 eve, 1 night) 7 days /week	3(1day, 1 eve, 1 night) 7 days /week	3(1day, 1 eve, 1 night) 7 days /week

Cost Center	Department	Cost Center Description	1199 Committee Request	Current RN Ratio	Committee agreement
1431	Emergency Department	MHRH Emergency Department	1:4	1:4	1:4
1441	Cardiology	MHRH Cardiac Cath	2:1	2:1	2:1
9249	Cardiology	MHRH Radiology	1RN	1RN	1RN
1521	Operating Room	MHRH Operating Room	1:1	1:1	1:1
1522	PACU	MHRH PACU	1:2	1:2	1:2
4410	Same Day Surgery	MHRH Pre op and Phase 2 Recovery	1:3	1:3	1:3
1541	Interventional	MHRH DiagnosticProcedures	3RN/day	3RN/day	3RN/day
1441	Ambulatory Surgery	MHRH Atrium Ambulatory Surgery	OR 1:1/ PACU 1:2/PreOP, Phase 2 1:3	OR 1:1/ PACU 1:2/PreOP, Phase 2 1:3	OR 1:1/ PACU 1:2/PreOP, Phase 2 1:3
	Wound Care	Wound Care			2 RN, 2 LPN 1 HBO tech
	Dialysis				1 RN available 24/7

Department	Cost Center Description	1199 Committee Request	Current State	Committee Agreement
Emergency Room	MHRH Emergency Room	4 @7am 2 @11am 4@7pm x 7 days a week	4 @7am 2 @11am 4@7pm x 7days a week	4 @7a 2 @11 4@7p x 7days a week
Cardiac Cath	MHRH Cardiac Cath	1 scrub tech x 5 days a week	1 scrub tech x 5 days a week	1 scrub tech x 5 days a week
Cardiology	MHRH Radiology	N/A	N/A	N/A
Operating Room	MHRH Operating Room	9 PCT @ 7am 2 PCT 3p-11p 1PCT 11p-7a X 5 days a week	9 PCT @ 7am 2 PCT 3p-11p 1PCT 11p-7a X 5 days a week	9 PCT @ 7am 2 PCT 3p-11p 1PCT 11p-7a X 5 days a week
PACU	MHRH PACU	1PCT 7:30 -4pm and 1 PCT 1p-9:30p x 5 days a week	1PCT 7:30 -4pm and 1 PCT 1p-9:30p x 5 days a week	1PCT 7:30 -4pm and 1 PCT 1p-9:30p x 5 days a week
Same Day Surgery	MHRH Same Day Surgery	1 PCT 530a -2pm and 1 PCT 11a-7pm x 5 days a week	1 PCT 530a -2pm and 1 PCT 11a-7pm x 5 days a week	1 PCT 530a -2pm and 1 PCT 11a-7pm x 5 days a week
Interventional Radiology	MHRH Diagnostic Radiology	N/A		
Atrium Ambulatory	MHRH Atrium Ambulatory Services	N/A		

Department	Cost Center Description	1199 Committee Request	Unit Secretaries per day (8hr shift)	Agreed upon
ER	MHRH - Emergency Department	1 Secretary 24/7	1 Secretary 24/7	1 Secretary 24/7
SDS	MHRH- Same Day Surgery	1Sec 530am -2pm and 1 Sec 2p-6p x 5days a week	1Sec 530am -2pm and 1 Sec 2p-6p x 5days a week	1Sec 530am -2pm and 1 Sec 2p-6p x 5days a week
Or	MHRH Operating Room	1Sec 7a-3p and 1 Sec 11a-7p x 5 days a week	1Sec 7a-3p and 1 Sec 11a-7p x 5 days a week	1Sec 7a-3p and 1 Sec 11a-7p x 5 days a week
Atrium	MHRH Atrium	1 Sed 7a -3:30pm x 5 days a week	1 Sed 7a -3:30pm x 5 days a week	1 Sed 7a -3:30pm x 5 days a week