NEW YORK CITY HEALTH+ HOSPITALS: NORTH CENTRAL BRONX 2023 FINAL STAFFING PLAN SUBMISSION PFI-001186

NOVEMBER 15, 2023

TABLE OF CONTENTS

1. SECTION 1: The Final Plan

2. SECTION 2: Management Plan

3. SECTION 3: CEO Written Submission

SECTION 1: FINAL PLAN

RN Staffing Plan: All Units Consensus

No IP 10A M/S FLEX Med/Surg Stepdown	NO						
NO IP 9A MED Stepdown	Dept Name	Service	Functional Service		ADC		Shift 2 Ratio
Stepdown	NO IP 10A M/S		Med/Surg		EPIC	1:6	1:6
NO IP 9A MED SURG		Med/Surg	Stepdown	20.0	50% of ADC	1:4	1:4
NO IP 9B MED SURG Med/Surg Telemetry 36.0 26% of ADC 1:4 1 1 1 1 1 1 1 1 1	NO IP 9A MED					1:6	1:6
NO IP 9B MED SURG		Med/Surg	Telemetry	36.0	26% of ADC	1:4	1:4
SURG	NO IP OR MED		-			1:6	1:6
NO IP 10B ICU		Med/Surg		36.0			1:4
NO IP 7A					2070 0171150		
NEONATAL ICU Mat/Child NICU 4.0 EPIC 1:3 I Mo IP 8A MOTHER BABY Mat/Child Mat/Child 14.0 EPIC 1:3 I NO IPP 11BP PSYCH BH Adult Psych 24.0 EPIC 1:7 1 PSYCH BH Adult Psych 12.0 EPIC 1:7 1 PSYCH BH Adult Psych 23.0 EPIC 1:7 1 PSYCH BH Adult Psych 23.0 EPIC NO IP 7A LABOR & DLVRY L&D Labor and Delivery N/A EPIC 1:2 1 DIALYSIS ACUTE Inpatient Nursing N/A EPIC 1 NAMBULATORY SURGERY Outpatient Outpatient N/A EPIC 1 NETT NAMBULATORY SURGERY Outpatient N/A EPIC 1 NETT NAMBULATORY SURGERY Outpatient Outpatient N/A EPIC 1 NETT NAMBULATORY SURGERY Outpatient Outpatient N/A EPIC 1 NETT NAMBULATORY SURGERY OUTPATION NAMBULATORY SURGERY SURGERY SURGERY SURGERY SURGERY SURGERY SURGERY SURGERY SUR		ICU	ICU	21.0	EPIC		1:2
MOTHER BABY Mat/Child Mat/Child 14.0 EPIC 1:3 1 NO IPP 11BP PSYCH BH Adult Psych 24.0 EPIC 1:7 1 NO IPP 12A GERI BH Adult Psych 12.0 EPIC 1:7 1 PSYCH BH Adult Psych 23.0 EPIC 1:7 1 NO IP 7A LABOR & DLVRY L&D Labor and Delivery N/A EPIC 1:2 1 DIALYSIS ACUTE Dialysis inpatient Nursing N/A EPIC 1 N AMBULATORY SURGERY Outpatient Outpatient N/A EPIC 4 N DENTAL OP Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/ Outpatient Outpatient N/A <		Mat/Child	NICU	4.0	EPIC	1:2	1:2
NO IPP 11BP PSYCH NO IPP 12A GERI PSYCH BH Adult Psych 12.0 EPIC 1:7 1 PSYCH NO IPP 12A GERI PSYCH BH Adult Psych 12.0 EPIC 1:7 1 PSYCH NO IPP 12B PSYCH BH Adult Psych 23.0 EPIC NO IP 7A LABOR & DLVRY L&D Labor and Delivery N/A EPIC 1:2 1 NAMBULATORY SURGERY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N		N	V (01.11.1				
PSYCH BH Adult Psych 24.0 EPIC 1:7 1 NO IPP 12A GERI PSYCH BH Adult Psych 12.0 EPIC NO IPP 12B PSYCH BH Adult Psych 23.0 EPIC NO IP 7A LABOR & DLVRY L&D Labor and Delivery N/A EPIC 1:2 1 DIALYSIS ACUTE inpatient Nursing N/A EPIC 1 N AMBULATORY SURGERY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N NOUCLEAR MEDICINE/		Mat/Child	Mat/Child	14.0	EPIC	1:3	1:3
NO IPP 12A GERI PSYCH NO IPP 12B PSYCH BH Adult Psych 12.0 EPIC 1:7 1 PSYCH NO IPP 12B PSYCH NO IP 7A LABOR & DLVRY L&D Labor and Delivery N/A EPIC 1:2 1 Dialysis inpatient Nursing N/A EPIC 1 N AMBULATORY SURGERY Outpatient Outpatient N/A DENTAL OP Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N		BH	Adult Psych	24.0	FPIC	1.7	1:7
PSYCH BH Adult Psych 12.0 EPIC 1:7 1 NO IPP 12B PSYCH BH Adult Psych 23.0 EPIC 1:7 1 NO IP 7A LABOR & DLVRY L&D Labor and Delivery N/A EPIC 1:2 1 DIALYSIS ACUTE inpatient Nursing N/A EPIC 1 N AMBULATORY SURGERY Outpatient Outpatient N/A EPIC 4 N DENTAL OP Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N N/A EPI		BII	7 Rutit 1 Syon	24.0	Lite		1:7
NO IPP 12B PSYCH NO IP 7A LABOR & DLVRY L&D Dialysis Inpatient Nursing N/A DENTAL OP Outpatient Outpatient Outpatient N/A DENDOSCOPY MAGNETIC RESONANCE IMAGING NUCLEAR MEDICINE/ BH Adult Psych 23.0 EPIC 1:7 1 1:7 1 1:7 1 1:7 1 1:7 1 1:7 1 1:7 1 1 1:7 1 1 1:7 1 1 1:7 1 1 1:7 1 1 1 1		вн	Adult Psych	12.0	EPIC	1.7	1.7
PSYCH BH Adult Psych 23.0 EPIC NO IP 7A LABOR & DLVRY L&D Labor and Delivery N/A EPIC 1:2 1 Dialysis inpatient Nursing N/A EPIC 1 N AMBULATORY SURGERY Outpatient Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient Outpatient N/A EPIC 2 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient Outpatient N/A EPIC 1 N EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient N MEDICINE/	NO IPP 12B					1:7	1:7
NO IP 7A LABOR & DLVRY L&D Labor and Delivery N/A EPIC 1:2 1 Dialysis inpatient Nursing N/A EPIC 1 N AMBULATORY SURGERY Outpatient Outpatient N/A EPIC 1 N EPIC 1 N N AMBULATORY SURGERY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC N ENDOSCOPY Outpatient Outpatient N/A EPIC N N EPIC N EPIC N N EPIC N N EPIC	PSYCH	ВН	Adult Psych	23.0	EPIC		
Dialysis inpatient Nursing N/A EPIC 1 N AMBULATORY SURGERY Outpatient Outpatient N/A EPIC 4 N DENTAL OP Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 1 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N N/A EPIC 1 N	NO IP 7A LABOR						
DIALYSIS ACUTE inpatient Nursing N/A EPIC 1 N AMBULATORY SURGERY Outpatient Outpatient N/A EPIC 4 N DENTAL OP Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N N/A EPIC 1 N DENTAL OP Outpatient Outpatient N/A EPIC 1 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N N/A EPIC 1 N	& DLVRY	L&D	Labor and Delivery	N/A	EPIC	1:2	1:2
AMBULATORY SURGERY Outpatient Outpatient N/A EPIC 1 N DENTAL OP Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N N EPIC 1 N N MEDICINE/							
SURGERY Outpatient Outpatient N/A EPIC 4 N DENTAL OP Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/	DIALYSIS ACUTE	inpatient	Nursing	N/A	EPIC	1	N/A
DENTAL OP Outpatient Outpatient N/A EPIC 1 N ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/		Outmatiant	Outurations	NT/A	EDIC	4	NI/A
ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/	SURGERI	Outpatient	Outpatient	N/A	EPIC	4	N/A
ENDOSCOPY Outpatient Outpatient N/A EPIC 2 N MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/	DENTAL OP	Outpatient	Outpatient	N/A	EPIC	1	N/A
MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/							
MAGNETIC RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/	FNDOSCOPY	Outpatient	Outpatient	NI/A	EDIC	2	N/A
RESONANCE IMAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/		Outpatient	Outpatient	IN/A	EIIC		IN/A
IMAGING Outpatient Outpatient N/A EPIC 1 N NUCLEAR MEDICINE/							
NUCLEAR MEDICINE/		Outpatient	Outpatient	N/A	EPIC	1	N/A
MEDICINE/				7.77	23110	*	14/11
		Outpatient	Outpatient	N/A	EPIC	1	N/A
OUTPATIENT	OUTDATIENT						
		Outpationt	Outnotiont	NI/A	EDIC	12	_ N/A

PEDIATRIC CLINICS	Outpatient	Outpatient	N/A	EPIC	11	N/A
MENTAL HEALTH OPD	Outpatient	Outpatient	N/A	EPIC	1	N/A

Nursing Support Plan: DC 37 Not in consensus with Inpatient ratios

NO					Nursing Support			
Dept Name	Service	Functional Service	Physical Bed Count	ADC	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	
		Med/Surg	20.0	EPIC	1.10	1.10		
NO IP 10A M/S FLEX	Med/Surg	Stepdown	20.0	50% of ADC	1:12	1:12	1:12	
		Monitor Tech	N/A	N/A	1: Unit	1: Unit	1: Unit	
NO IP 9A MED		Med/Surg		EPIC				
SURG	Med/Surg	Telemetry	36.0	26% of ADC	1:12	1:12	1:12	
NO IP 9B MED		Med/Surg		EPIC				
SURG	Med/Surg	Telemetry	36.0	26% of ADC	1:12	1:12	1:12	
NO IP 10B ICU ACUTE	ICU	ICU	21.0	EPIC	1:12	1:12	1:12	
NO IP 7A NEONATAL ICU	Mat/Child	NICU	4.0	EPIC	None	None	None	
NO IP 8A MOTHER BABY	Mat/Child	Mat/Child	14.0	EPIC	1:12	1:12	1:12	
NO IPP 11BP PSYCH	ВН	Adult Psych	24.0	EPIC	1: Unit	1: Unit	1: Unit	
NO IPP 12A GERI PSYCH	ВН	Adult Psych	12.0	EPIC	1: Unit	1: Unit	1: Unit	
NO IPP 12B PSYCH	ВН	Adult Psych	23.0	EPIC	1: Unit	_ 1: Unit	1: Unit	
NO IP 7A LABOR & DLVRY	L&D	Labor and Delivery		EPIC	1:12	1:12	1:12	
NO IPP 1 to 1 Patient Coverage Pool	Staff Pool	1 to 1 Patient Coverage Assignments	N/A	EPIC	1:1 **	1:1 **	1:1 **	
DIALYSIS ACUTE	Dialysis inpatient	Nursing	N/A	EPIC	1	N/A	N/A	
AMBULATORY SURGERY	Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A	
DENTAL OP	Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A	
ENDOSCOPY	Outpatient	Outpatient	N/A	EPIC	1	N/A	N/A	

MAGNETIC				ľ			
RESONANCE							
IMAGING	Outpatient	Outpatient	N/A	EPIC	1	N/A	N/A
NUCLEAR							=
MEDICINE/							
RADIOOGY	Outpatient	Outpatient	N/A	EPIC	1	N/A	N/A
OUTPATIENT							
CLINICS	Outpatient	Outpatient	N/A	EPIC	13	N/A	17
PEDIATRIC							
CLINICS	Outpatient	Outpatient	N/A	EPIC	11	N/A	5
MENTAL							
HEALTH OPD	Outpatient	Outpatient	N/A	EPIC	11	N/A	N/A

Behavioral Health Associate

NO					ВНА		
Dept Name	Service	Functional Service	Physical Bed Count	ADC	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio
NO IP 10A M/S		Med/Surg		EPIC			
FLEX	Med/Surg		20.0	50% of	N/A	N/A	N/A
		Stepdown		ADC			
NO IP 9A MED		Med/Surg		EPIC			
SURG	Med/Surg		36.0	26% of	N/A	N/A	N/A
		Telemetry		ADC			
NO IP 9B MED		Med/Surg		EPIC			
SURG	Med/Surg		36.0	26% of	N/A	N/A	N/A
		Telemetry		ADC			
NO IP 10B ICU							
ACUTE	ICU	ICU	21.0	EPIC	N/A	N/A	N/A
NO IP 7A							
NEONATAL ICU	Mat/Child	NICU	4.0	EPIC	N/A	N/A	N/A
NO IP 8A		3.6.701.11.1			3.77.		
MOTHER BABY	Mat/Child	Mat/Child	14.0	EPIC	N/A	N/A	N/A
NO IPP 11BP	DII	A f to D	24.0	EDIC	0.11.	0.77	0. 77. 1.
PSYCH NO IPP 11BP	BH	Adult Psych	24.0	EPIC	2: Unit	2: Unit	2: Unit
PSYCH	вн	Hall Monitor	N/A	N/A	1: Unit	1. I Init	1. I Inia
NO IPP 12A GERI	DII	rian Monto	IN/A	IN/A	1: Unit	1: Unit	1: Unit
PSYCH	ВН	Adult Psych	12.0	EPIC	2: Unit	2: Unit	2: Unit
NO IPP 12B	DII	Addit I Sycii	12,0	Lite	2. Omt	Z. Omt	Z. Omi
PSYCH	вн	Adult Psych	23.0	EPIC	2: Unit	2: Unit	2: Unit
NO IPP 12B	BII Pidate I Syon 25.0			22.10	Z. OIIIt	2. 0111	Z. CIIIt
PSYCH	ВН	Hall Monitor	N/A	N/A	1: Unit	1: Unit	1: Unit
NO IP 7A LABOR	Labor and						
& DLVRY	L&D	Delivery		EPIC	N/A	N/A	N/A
DIALYSIS	Dialysis						
ACUTE	inpatient	Nursing	N/A	EPIC	N/A	N/A	_ N/A

		1				
Outpatient	Outnatient	N/A	FPIC	N/A	N/A	N/A
Guipatient	Outpution	1071	Eric	14/21	14/11	14/71
Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A
Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A
	•					
Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A
	•			N/A	N/A	N/A
Outpatient	Outpatient	N/A	EPIC			
	•			N/A	N/A	N/A
Outpatient	Outpatient	N/A	EPIC			
	<u> </u>			N/A	N/A	N/A
Outpatient	Outpatient	N/A	EPIC			
				N/A	N/A	N/A
Outpatient	Outpatient	N/A	EPIC			
	Outpatient Outpatient Outpatient Outpatient Outpatient	Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient Outpatient	Outpatient Outpatient N/A Outpatient Outpatient N/A	Outpatient Outpatient N/A EPIC Outpatient Outpatient N/A EPIC	Outpatient Outpatient N/A EPIC N/A Outpatient Outpatient N/A EPIC Outpatient Outpatient N/A EPIC N/A Outpatient Outpatient N/A EPIC N/A Outpatient Outpatient N/A EPIC	Outpatient Outpatient N/A EPIC N/A N/A Outpatient Outpatient N/A EPIC N/A N/A Outpatient Outpatient N/A EPIC N/A N/A Outpatient Outpatient N/A EPIC N/A N/A Outpatient Outpatient N/A EPIC N/A N/A Outpatient Outpatient N/A EPIC N/A N/A Outpatient Outpatient N/A EPIC N/A N/A Outpatient Outpatient N/A EPIC N/A N/A

HEAD NURSES: Consensus

NO		,			HN		
Dept Name	Service	Functional Service	Physical Bed Count	ADC	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio
		Med/Surg		EPIC			
NO IP 10A M/S FLEX	Med/Surg	Stepdown	20.0	50% of ADC	2	1: Unit	
		Monitor Tech	N/A	N/A		N/A	
NO IP 9A MED		Med/Surg		EPIC		1: Unit	
SURG	Med/Surg	Telemetry	36.0	26% of ADC			
NO IP 9B MED		Med/Surg		EPIC		1: Unit	
SURG	Med/Surg	Telemetry	36.0	26% of ADC			
NO IP 10B ICU ACUTE	ICU	ICU	21.0	EPIC		1: Unit	
NO IP 7A NEONATAL ICU	Mat/Child	NICU	4.0	EPIC		1: Unit	
NO IP 8A MOTHER BABY	Mat/Child	Mat/Child	14.0	EPIC		1: Unit	
NO IPP 11BP PSYCH	ВН	Adult Psych	24.0	EPIC		1: Unit	
NO IPP 12A PSYCH	ВН	Adult Psych	12.0	EPIC		1: Unit	
NO IPP 12B PSYCH	вн	Adult Psych	23.0	EPIC		1: Unit	
NO IP 7A LABOR & DLVRY	L&D	Labor and Delivery		EPIC		N/A	

DIALYSIS	Dialysis				
ACUTE	inpatient	Nursing	N/A	EPIC	N/A
AMBULATORY					
SURGERY	Outpatient	Outpatient	N/A	EPIC	N/A
DENTAL OP	Outpatient	Outpatient	N/A	EPIC	N/A
	+:				
ENDOSCOPY	Outpatient	Outpatient	N/A	EPIC	N/A
MAGNETIC					
RESONANCE					
IMAGING	Outpatient	Outpatient	N/A	EPIC	N/A
NUCLEAR					
MEDICINE/					
RADIOOGY	Outpatient	Outpatient	N/A	EPIC	N/A
OUTPATIENT					1
CLINICS	Outpatient	Outpatient	N/A	EPIC	
PEDIATRIC					N/A
CLINICS	Outpatient	Outpatient	N/A	EPIC	
MENTAL					N/A
HEALTH OPD	Outpatient	Outpatient	N/A	EPIC	

CLERIAL: Consensus

NO						Clerical		
Dept Name	Service	Functional Service	Physical Bed Count	ADC	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	
NO IP 10A M/S		Med/Surg		EPIC		1: Unit	1: Unit	
FLEX	Med/Surg	Stepdown	20.0	50% of ADC	N/A			
NO IP 9A MED		Med/Surg		EPIC		1: Unit	1: Unit	
SURG	Med/Surg	Telemetry	36.0	26% of ADC	N/A			
NO IP 9B MED		Med/Surg		EPIC		1: Unit	1: Unit	
SURG	Med/Surg	Telemetry	36.0	26% of ADC	N/A			
NO IP 10B ICU						1: Unit	1: Unit	
ACUTE	ICU	ICU	21.0	EPIC	N/A			
NO IP 7A NEONATAL ICU	Mat/Child	NICU	4.0	EPIC	0.0	0.0	0.0	
NO IP 8A MOTHER BABY	Mat/Child	Mat/Child	14.0	EPIC	N/A	1: Unit	1: Unit	
NO IPP 11BP PSYCH	ВН	Adult Psych	24.0	EPIC	N/A	1: Unit	1: Unit	
NO IPP 12A GERI PSYCH	ВН	Adult Psych	12.0	EPIC	Closed	Closed	Closed	
NO IPP 12B PSYCH	ВН	Adult Psych	23.0	EPIC	N/A	1: Unit	1: Unit	
NO IP 7A LABOR & DLVRY	L&D	Labor and Delivery	2510	EPIC	N/A	N/A	N/A	

OVERNIGHT	ĺ				2.5 :		ľ
CLERICAL	Other	Other	N/A	N/A	Shift	N/A	N/A
DIALYSIS	Dialysis						
ACUTE	inpatient	Nursing	N/A	EPIC	N/A	N/A	N/A
AMBULATORY							
SURGERY	Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A
DENTAL OP	Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A
ENDOSCOPY	Outpatient	Outpatient	N/A	EPIC	N/A	1:UNIT	N/A
MAGNETIC							
RESONANCE							
IMAGING	Outpatient	Outpatient	N/A	EPIC	N/A	N/A.	N/A
NUCLEAR							
MEDICINE/							
RADIOOGY	Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A
OUTPATIENT							
CLINICS	Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A
PEDIATRIC				- '			
CLINICS	Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A
MENTAL							
HEALTH OPD	Outpatient	Outpatient	N/A	EPIC	N/A	N/A	N/A

ADULT / PEDIATRIC EMERGENCY ROOM: CONSENSUS

		R	N
		Shift 1 Ratio	Shift 2 Ratio
Applies	ESI 1	1:1	1:1
to All Adult	ESI 2	1:2	1:2
Emerge ncy Depart ments	ESI 3	1:5	1:5
Ments	ESI 4	1.50	1.5
	+5	1:8	1:8

Nurs	Nursing Support							
Shift 1 Ratio	Shift 2 Rati 0	Shif t 3 Rati o						
1: 12	1:12	1:12						

	вна		
Shif	Shif	Shif	
t 1	t 2	t 3	
Rati	Rati	Rati	
o	o	o	
1:	1	1:	
Unit	Unit	Unit	

Sitter							
Shif t 1	Shif	Shif t 3					
Rati	Rati	Rati					
0	0	0					
1: Unit	1: Unit	1: Unit					

RN

Nursing Support

BHA

Sitter

		Shift 1 Ratio	Shift 2 Ratio
Applies	ESI 1	1:1	1:1
to All PEDs	ESI 2	1:2	1:2
Emerge	ESI 3	1:5	1:5
ncy Depart	ESI 4		
ments	+ 5	1:8	1:8

Shift 1 Ratio	Shift 2 Rati	Shif t 3 Rati o
1:12	1:12	1:12

Shif t 1 Rati o	Shif t 2 Rati o	Shif t 3 Rati o	Shif t 1 Rati o	Shif t 2 Rati o	Shif t 3 Rati o
N/A	N/A	N/A	N/A	N/A	N/A

Psychiatric Emergency Department

		RN	
		Shift 1 Ratio	Shift 2 Ratio
ES	I 1		
ES	I 2		
ES	13		
ES	I 4		
+ 5			

Nurs	Nursing Support				вна				Sitter	
Shif t 1 Rati	Shif t 2 Rati	Shif t 3 Rati		Shif t 1 Rati	Shif t 2 Rati	Shif t 3 Rati		Shif t 1 Rati	Shif t 2 Rati	Shif t 3 Rati
0	0	0		0	0	0	Ц	0	0	0
Pend ing	Pend	Pend		Pend	Pend	Pend ing		Pend ing	Pend ing	Pend ing

Ratio does not change based on ESI

Operating Room:

RN			
Shift 1 Ratio	Shift 2 Ratio		
1:1	1:1		

Surgical Tech						
Shift 1 Ratio	Shift 1 Shift 2					
1:1	1:1	1:1				

Nursing Support					
Shift 1 Ratio	Shift 3 Ratio				
N/A	N/A	N/A			

Operating Room

SECTION 2: MANAGEMENT PLAN

Neena Philip, DHA, RN, CENP, CNML, CCRN-K Chief Nursing Officer

November 15, 2023

To Whom It may concern,

Re: Management Proposal

New York Health + Hospitals-North Central Bronx, PFI-001186; management was able to reach consensus on most except with DC37 on Nursing Support Ratio at our NYS Staffing committee meetings in 2023. DC37 has not provided us a written formal proposal as of 11/15/23. NYSNA entered into a bargaining unit agreement in July 2023.

On Medical Surgical Units, management proposal for Nursing Support ratios is one nursing support person to every twelve patients on the inpatient units, supported by literature.

On Behavioral Health Units, the Behavioral Health Associate staffing is to remain the same as in 2022. For the average daily census and acuity, this Behavioral Health Associate staffing compliment is safe and appropriate

The staffing studies and literature support a 1:12 ratio.

- The most robust study of RNs and supporting frontline staff supported a model of two non-RN nursing personnel for every 25 patients, equating to a 1:12.5 ratio
- The Healthforce Center at the University of California San Francisco published a Health Workforce Baseline and Surge Ratio chart based on the "best available literature" and crowd sourced information on March 21, 2020. They also endorsed a 1:12 nursing support ratio where the RN ratio is 1:6, as it is in all of our med/surge units, with Stepdown, ICU and other critical care units 1:2-1:4.

North Central Bronx is committed to ensuring that nursing support staff do not exceed twelve patients at a time by building a robust nursing support pool. The pool will be prepared to address any unforeseen surges and ensure that one to one coverage does not impact nursing support assigned to units. Our review of the average daily census and bed count at the units in our hospital indicate that nursing support staff will often have fewer than twelve patients. On review of literature on safe staffing models, the proposal by management will provide safe and sufficient patient care hours per patient day.

Sincerely Wendlin lip

Neena S Philip, DHA, RN, FACHE, CENP, CCRN-K

Chief Nursing Officer

New York Health+Hospitals- North Central Bronx

Email: philipn2@nychhc.org

NYC H+H/ North Central Bronx 3424 Kossuth Ave Suite 1701 Bronx, N.Y. 10467 Office: (718) 519-3500 Christopher J. Mastromano Chief Executive Officer NYC H+H | Jacobi 1400 Pelham Parkway South Suite 1S9/ Bldg. 1 Bronx, N.Y. 10461

christopher.mastromano@nychhc.org Office: (718) 918-8141

November 14, 2023

To Whom it May Concern:

The documents enclosed reflect the staffing plan for North Central Bronx Hospital, PFI- 001186. There is only one work area where consensus was not achieved:

• PCA Staffing (Nursing Support) in the inpatient and ED areas

For the PCA Staffing, the literature supports 1:12 ratio which we have been operating with. To ensure that the 1:12 ratio is sustained, a nursing support staffing pool is being created to handle the supplemental areas which could detract from a 1:12 ratio, including care for patients who require 1:1 support.

Please let me know if you have any additional questions.

Sincerely,

Christopher Mastromano, CEO