OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

BHMC: a safety-net hospital servicing more than one million residents of Eastern Brooklyn: Brownsville, East New York, Canarsie, and East Flatbush.

Social and Economic Conditions: Based on the 2020 Community Health survey data home.nyc.gov/assets/doh/downloads/pdf/episrv/chs2020survey.pdf:

a. Thirty percent of residents live in poverty, compared to 20 % of NYC residents.
b. The unemployment rate is higher than the citywide average of 9%.
c. Rent burden households pay more than 30% of their income for housing which directly affects affording food, clothing, transportation, and healthcare.
d. Compared with the citywide rate, Eastern Brooklyn has a higher rate of assault-related hospitalizations.
e. The rate of expectant mothers receiving late, or no prenatal care is higher than the citywide rate.
f. A quarter of children grades K through eight has obesity.
g. The rates of avoidable hospitalization among children ages four and younger is higher than the citywide rate.
h. In Eastern Brooklyn 7% of adults are uninsured, lower than the rest of NYC.
i. Fourteen percent of adults have been diagnosed with diabetes and 34% have been diagnosed with hypertension.
j. 38.1% have new HIV diagnoses.
k. The rate of adult psychiatric hospitalization is higher than the citywide rate.
l. Life Expectancy is 2.6 years shorter than NYC overall.

Physical Plant: 530 acute-care beds and more than fifty specialty centers.

Staffing Mix:

a. Nursing: Novice/expert, students/trainees; LPNs, AHNs
   - Assistant Head Nurse (AHN) - In collaboration with Nurse Manager, aids with coordinating, developing, implementing, and evaluating care and practice of professional and ancillary personnel assigned to the unit. Requirements: Current NY State RN License, BLS, ACLS, Specialty Nursing Certification, 3-5 years of charge nursing or equivalent.
b. Support Staff: Respiratory Therapy, Patient Care Technicians/Nursing Attendants, Monitor Technicians, Dialysis Technicians, Surgical Technicians, Surgical Support Assistants, Medical Office Assistants, Transport, Housekeeping, Pharmacy, Lab, Physicians, Nurse Practitioners, Physician Assistants, Dieticians, Social Workers, Security Officers

Quality and Safety:

c. Nursing Quality Indicator's
   - Falls: Measures to reduce/minimize the incidence of falls, calculated as:

Number of Falls/Patient Days per month x 1000

- Pressure Injuries: Protocols for early recognition, prevention, and treatment of pressure injuries, calculated as:

Number of Pressure Injuries/Patient Days per month x 1000

- Central Line Associated Blood Stream Infections (CLABSI): Protocols to reduce the risk of infections and other complications for patients with temporary or permanent catheters. Calculated as:

Number of CLABSIs/ Number of central line days x 1000

- Catheter Associated Urinary Tract Infections (CAUTI): Protocols to reduce the risk of infections and other complications for patients with temporary or permanent catheters. Calculated as,

Number of CAUTIs/Number of catheter days x 1000

- Barcode Medication Administration: Measures to support safe and efficient patient medication administration and minimizing adverse drug events. Calculated as,

Total number of does scanned / Total administered doses X 100

- Patient/Family Satisfaction: a method for measuring patients' perceptions of their hospital experience focusing on eight domains: doctor and nurse communication, staff responsiveness, the hospital environment, pain management, medication communication, discharge information, care transitions, overall rating of the hospital, and the likelihood to recommend the hospital. Calculated as,

Top Box respondents/ Total number of patients surveyed x 100

d. Workplace Safety
- OBH – Brookdale Hospital and Medical Center is dedicated to a secure and caring environment that is devoid of any form of threatening or intimidating behavior and has implemented the following prevention measures: employee training. Security management, and reporting mechanisms as defined by HR 2.0 - Workplace Violene and Safety Policy.

e. Patient Observations
- Established procedures to ensure the safety of the patients within the least restrictive environment that is equal with the clinical care needs and to delineate the responsibilities of staff in the implementation of categories of observation as define by
  1. Virtual Monitoring level of remote patient monitoring and resource management system to transition human resources to the bedside.

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2. Constant Observation (1:1) level of patient observation that always requires an assigned staff member within constant view of the patient.
3. Two to One Observation (2:1) level of observation always requires a nursing support staff and security guard.

Clinical Staffing Committee: an advisory group made up of individuals (labor and management) with in-depth knowledge of evidence-based factors impacting staffing needs at the point of care. The committee is charged with the decision-making of staffing levels and overseeing outcome analysis, including modifications to staffing recommendations.

1. Summary Staffing Analysis
   a. The Master Staffing Plan (MSP) is evaluated and reviewed for each unit annually as part of the budget preparation process. The MSP is used as a guideline for scheduling personnel on a monthly and daily basis. Daily adjustments are made as needed based on patient care needs and volume.
   b. Budgeting and Forecasting: FTE's requirements are determined as follows:
      i. Seven and a half (7.5) hour and twelve (11.5) hour employees are scheduled for 1950 hours/year. Seven (7) hour employees ae scheduled for 1820 hours/year. Scheduled hours include productive and non-productive time.
      ii. FTE requirements are determined by multiplying the total number of staff members (per category) needed in a 24-hr period by the following FTE factors.
         1. Seven and a half (7.5) hour staff X (1.6)
         2. Eleven and a half (11.5) hour staff X (2.6)
   c. Nursing Care Hours Per patient Day (NCHPPD) – excludes the emergency department and ambulatory sites which use admissions, discharge, and length of stay data.
      i. Minimum nursing care hours per patient day are established for each unit (refer to OBH-Brookdale Hospital Medical Center 2024 Staffing Guidelines)
      ii. To determine required NCPPD, only direct caregivers are included in the staffing requirements. Direct caregivers include Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Patient Care Technicians (PCTs) and Nursing Assistants (NAs).
      iii. PCTs/NAs assigned for observation to watch patients with behavioral problems or suicidal tendencies account for 25% of total NCHPPD.
      iv. Actual NCHPPD is calculated as follows:

Total Number of Productive Staff x Hours Worked
Census

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Nursing Care Hours (Year-to-Date)	
Average Daily Census	298
Total Nursing Hours Per Patient Day (NCHPPD)	1300284.04
RN HPPD	1160405.52
RN %	89%
LPN%	<0%
PCT%	0.09%
NA%	<0%
Behavioral Techs%	0.02%

Direct FTE Requirements	
RN	576.4
LPN	10.0
CNA/NA	22.0
PCT	167.2
Behavioral Techs	76.4
Total FTE Requirements	**852**

FTE Variance = 32%	
RN	195.7
LPN	0
CNA/NA	6
PCT	56
Behavioral Techs	17.7
TOTAL Variance	**275.4**

2. If the actual staffing levels fall below specified standards, the following measures will be taken:
    a. The Nurse Manager, ANCC, and/or staffing Coordinator will make every effort to augment staffing through reassignment or recruitment of float pool, per diem, overtime, and agency staff.
    b. Apprise the Director on call and/or service-line Director
    c. Notify the Vice President and/or CNO

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Unit/Description	2023 YTD Metrics	Special Considerations
10 CHC: 68-bed medical unit providing care to adults > 21 years of age with a variety of health conditions. Geography: A side (34 beds), B side (34 beds), 2 nursing stations, 2 medication rooms, 1 clean utility, 1 soiled utility, 1 patient pantry, 1 multidisciplinary conference room, 1 satellite pharmacy, 1 physician documentation room.	Avg Daily Census: 60 Avg Daily Admissions: 7 Avg Daily Discharges: 8 Avg Length Stay: 8.6 days	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every six patients. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
11 CHC: 72-bed medical-surgical unit providing care to adults > 21 years of age. Geography: A side (33 beds) provides care to adults with a variety of medical conditions. B side (35 beds) provides care to adults pre/post-surgical interventions and includes 4 dedicated stepdown beds. The unit also has 2 medication rooms, 2 nursing stations, 1 clean utility room, 1 soiled utility room, 1 patient pantry, 1 case manager's office, 1 social work office, 1 satellite pharmacy, 1 MD on-call room, 2 MD documentation rooms, 1 multidisciplinary conference room.	Avg Daily Census: 64 Avg Daily Admissions: 9 Avg Daily Discharges: 10 Avg Length Stay: 7.7 days	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every six patients. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
9 Neuro: 32-bed neuroscience unit providing care to adults >21 years of age with a variety of health issues. 10 beds are allotted to patients requiring remote cardiac monitoring. The geography of the unit includes 1 nursing station, 1 medication room, 1 clean utility room, 1 soiled utility room, 1 patient pantry, 1 multidisciplinary conference room, and 1 physician documentation room.	Avg Daily Census: 24 Avg Daily Admissions: 3 Avg Daily Discharges: 4 Avg Length Stay: 8.7 days	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every four patients. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
9 CHC Tele: 28-bed unit providing care to adults >21 years of age with cardiac condition requiring arrythmia monitoring. The geography of the unit includes 1 nursing station, 1 medication room, 1 clean utility room, 1 soiled utility, room, 1 patient pantry, 1 multidisciplinary conference room, 1 monitor tech room, 2 staff bathroom, 1 nurses lounge, 1 nurse	Avg Daily Census: 24 Avg Daily Admissions: 3 Avg Daily Discharges: 4 Avg Length Stay: 7 days	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every five patients. Exceptions: Patients on continuous drips Patients awaiting CCU beds.

manager's office, and 1 physician documentation room.		An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Medical Intensive Care Unit (MICU): 16-bed unit providing care to seriously ill adults patients > 18 years of age with 1 or more organs failure such as sepsis with shock, respiratory failure requiring intensive treatment and close monitoring. 2 rooms are allotted for Neuro patients. The geography of the unit consists of 1 nursing station, 1 patient pantry, 1 satellite pharmacy, 1 clean utility room, 1 soiled utility room, 1 multidisciplinary conference room, 1 family room, 2 physician documentations room, 1 MD on call room, 2 storage rooms, 1 nurses lounge, 1 AHN's office, 1 monitor tech room, 4 staff bathrooms and 1 nurse manager's office.	Avg Daily Census: 16 Avg Daily Admissions: 2 Avg Daily Discharges: 0 Avg Length Stay: 6.8 days	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every two patients. There shall be the ability to allow one RN per patient based on the following: CVVHD, Rapid transfusion, therapeutic hyperthermia (phase 1-3). *If patients are waiting for ICU beds, MD or AHN shall indicate potential downgrades/transfers out. Shifts NM or Supervisor can assist to facilitate movement. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel. Critical Care staff can float to MICU, SICU, CCU. However, staff must be competent in device management and necessary equipment must be available.
Surgical Intensive Care Unit (SICU): 17-bed unit providing care to surgical adult's patients > 18 years of age requiring critical and high dependency care requiring intensive treatment and close monitoring. 2 rooms are allotted for Neuro patients. The geography of the unit consists of 1 nursing station, 1 patient pantry, 1 satellite pharmacy, 1 clean utility room, 1 soiled utility room, 1 multidisciplinary conference room, 1 family room, 2 physician documentations room, 1 MD on call room, 2 storage rooms, 1 nurses lounge, 1 AHN's office, 1 monitor tech room, 4 staff bathrooms and 1 nurse manager's office.	Avg Daily Census: 16 Avg Daily Admissions: 1 Avg Daily Discharges: 0 Avg Length Stay: 8.5 days	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every two patients. There shall be the ability to allow one RN per patient based on the following: CVVHD, Rapid transfusion, therapeutic hyperthermia (phase 1-3). *If patients are waiting for ICU beds, MD or AHN shall indicate potential downgrades/transfers out. Shifts NM or Supervisor can assist to facilitate movement. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.

		Critical Care staff can float to MICU, SICU, CCU. However, staff must be competent in device management and necessary equipment must be available.
Coronary Care Unit (CCU): 6-bed Coronary Care Unit providing care to adults >21 years of age with a variety of cardiovascular issues include Hypertension, Hyperlipidemia, Coronary Artery Disease, Valvular Heart disease, Heart Failure, Arrythmia management, Pulmonary Embolism, and Post care for Cardiac Interventional procedures (PCI). The geography of the unit includes 1 Nursing station / Physician documentation and teaching space, 1 medication room, 1 clean utility room, 1 soiled utility room, 1 patient pantry, 1 staff restroom, and 1 Family waiting room.	Avg Daily Census: 5 Avg Daily Admissions: 1 Avg Daily Discharges: 1 Avg Length Stay: 4.9 days	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every two patients. There shall be the ability to allow one RN per patient based on the following: CVVHD, Rapid transfusion, therapeutic hyperthermia (phase 1-3), IABP/LVAD *If patients are waiting for ICU beds, MD or AHN shall indicate potential downgrades/transfers out. Shifts NM or Supervisor can assist to facilitate movement. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel. Critical Care staff can float to MICU, SICU, CCU. However, staff must be competent in device management and necessary equipment must be available.
Mother Baby Unit (MBU): 32-bed unit providing care to patients with GYN diagnosis, including Antepartum and Postpartum. Newborns can room with mothers. The geography of the unit includes 1 nursey for special procedures, 1 medication room, 1 patient pantry, and 1 clean utility room	Avg Daily Census: 6 Avg Daily Admissions: 1 Avg Daily Discharges: 2 Avg Length Stay: 11.3 days	The newborn nursery shall have at least one RN for every eight neonates. MBU staff may float to L&D triage or to NICU (Intermediate patients only) An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Labor and Delivery: provides care for obstetrical and postpartum patients. The geography of the unit includes 3 operating rooms (only 2 currently utilized), 5 delivery rooms, 5 observation rooms, 3 triage rooms, 1 clean utility room 1 soiled utility room, 1 medication room, 2 nursing	Avg Daily Census: 2 Avg Daily Admissions: 2 Avg Daily Discharges: 0 Avg Length Stay: 1.2 days	There shall be at least one RN present whenever a patient is in a labor area. Nurse staffing assignments for patients in labor shall be determined by patient acuity levels. L&D Staff may float to MBU.

stations, 1 multidisciplinary conference rooms, 1 documentation room.		
Neonatal Intensive Care Unit (NICU): 30-bed unit providing care to newborns who require intensive medical care. The unit is comprised of 3 subunits: 1. ICU – 10 bassinets for premature infants with serious medical conditions 2. Intermediate – 10 bassinets for recovering newborns requiring aggressive medication and oxygen management. 3. Convalescent – 10 bassinets for growing newborns requiring feeding or temperature control The geography of the unit includes 1 clean utility room, 1 soiled utility room, 2 storage closets, and 1 multidisciplinary station.	Avg Daily Census: 9 Avg Daily Admissions: </= 1 Avg Daily Discharges: 1 Avg Length Stay: 22.9 days	For the ICU, there shall always be at least one RN for every two patients. For Intermediate care level there shall always be at least one RN for every four patients. For Convalescent there shall always be at least one RN for every six patients. There shall be the capability to increase nurse staffing based on acuity levels. *NICU RNs can float to MBU nursery only and to PICU if PALS certified. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Pediatric Intensive Care Unit (PICU): 5-bed unit providing specialized and complex care for patients from newborn through 18 years of age with serious medical conditions. The geography of the unit includes 1 shared patient pantry, 1 conference room, 1 satellite pharmacy, 1 Board of Education classroom, 1 clean utility room, 1 soiled utility room, and 1 shared family lounge.	Avg Daily Census: 2 Avg Daily Admissions: 1 Avg Daily Discharges: 0 Avg Length Stay: 2.1 days	There shall always be at least one RN for every three patients. There shall be the capability to increase nurse staffing to one RN for every two patients or one nurse per one patient based on acuity levels. *PICU RNs may float to NICU if NRP certified.
Pediatrics/Adolescents (8 CHC Peds): 24-bed unit providing comprehensive care to patients through age 18. The geography of the unit includes 1 multidisciplinary station, 1 medication room, 1 clean utility room, 1 soiled utility room, 1 patient pantry, 1 conference room, 1 satellite pharmacy, 1 Board of Education classroom, 1 treatment room, 1 family lounge.	Avg Daily Census: 5 Avg Daily Admissions: 2 Avg Daily Discharges: 2 Avg Length Stay: 2.8 days	*At least one RN shall be on duty whenever a patient is present. Peds RNs may float to PICU. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Child & Adolescent Psych (8 Psych): 11-bed inpatient unit providing care to patient	Avg Daily Census: 4 Avg Daily Admissions: 1	Acuity evaluated daily for patients in immediate care unit with minimum

6-13 years old with a variety of DSM-V diagnoses. The geography of the unit includes 1 treatment room, the pantry is located outside the unit, 1 day room for patients to attend school and visiting, 1 clean utility room shared with pediatric unit, 1 soiled utility room located outside the unit locked, 1 conference room, 1 nursing station.	Avg Daily Discharges: 1 Avg Length Stay: 6.6 days	average ratio of one nurse to every six patients. Staff are trained on PMCS-Prevention and Management of Crisis Situations The RNs may float to Child EOB and CPEP units. Patients transferred to other psych areas are accompanied by a minimum of 2 staff (psych tech and Security Officer). An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
8 Child EOB: 2-bed unit providing care to patients 6-17 years old with a variety of DSM-V diagnoses. Accommodates patients up to 72 hrs. for disposition or discharge. The geography of the unit includes 1 treatment room, the pantry is located outside the unit, 1 day room for patients to attend school and visiting, 1 clean utility room shared with pediatric unit, 1 soiled utility room located outside the unit locked, 1 conference room, 1 nursing station. The EOB is located on the inpatient child unit.	Avg Daily Census: 1 Avg Daily Admissions: < /=0 Avg Daily Discharges: < /=0 Avg Length Stay: 3.9	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every two patients. Staff are trained on PMCS-Prevention and Management of Crisis Situations The RNs may float to 8 Child Psych and CPEP units. Patients transferred to other psych areas are accompanied by a minimum of 2 staff (psych tech and Security Officer).
Child Comprehensive Psychiatric Emergency Program (CCPEP): - 6 bed-unit providing care to patients 6-17 years old with a variety of DSM-V diagnoses. Accommodates patients up to 24 hrs. for disposition to EOB or inpatient admission. The geography of the unit includes 1 treatment room, the pantry is located outside the unit, 1 day room for patients to attend school and visiting, 1 clean utility room shared with pediatric unit, 1 soiled utility room located outside the unit locked, 1 conference room, 1 nursing station.	Avg Daily Census: 3.2	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every four patients. Staff are trained on PMCS-Prevention and Management of Crisis Situations The RNs may float to 8 Child Psych and EOB units. Patients transferred to other psych areas are accompanied by a minimum of 2 staff (psych tech and Security Officer).

The CPEP is located on the inpatient child unit		
13 CHC: 31- bed inpatient psychiatry unit providing care for patients 18 years and older; DSM-V diagnosis with the exclusion of Alcohol Detox and Rehab. The geography of the unit includes 2 nursing stations each adjacent: 1 to male side of unit, and the other to the female side of the unit, 2 seclusion rooms, 1 treatment room, 1 clean utility room, 1 soiled utility room, 1 dining room/visitor room, 1 activity therapy room.	Avg Daily Census: 28 Avg Daily Admissions: 1 Avg Daily Discharges: 2 Avg Length Stay: 18.8 days	There shall be at least one RN for every six patients. There shall be the capability to increase nurse staffing based on acuity levels. Staff are trained in PMCS-Prevention and Management of Crisis Situations. The RNs may float to CPEP and EOB units. Patients being transferred to other psych areas must be accompanied by a minimum of 2 staff (psych tech and Security Officer). An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
13 EOB (Adult): 4-bed unit providing care to patients 18 years and older with a variety of DSM-V diagnoses. Accommodates patients up to 72 hrs. for disposition or discharge. The geography of the unit includes 1 nursing station shared with CPEP, 1 seclusion room, 1 small multi room for dining and visitors, 1 treatment room.	Avg Daily Census: 2 Avg Daily Admissions: 1 Avg Daily Discharges: 0 Avg Length Stay: 2.2 days	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every four patients. Staff are trained on PMCS-Prevention and Management of Crisis Situations The RNs may float to EOB and CPEP units. Patients being transferred to other psych areas must be accompanied by a minimum of 2 staff (psych tech and Security Officer).
Adult Comprehensive Psychiatric Emergency Program (ACPEP): 10-bed unit providing care to patients 18 years and older with a variety of DSM-V diagnoses. Accommodates patients up to 24 hrs. for disposition to EOB or inpatient admission. The geography of the unit includes 1 nursing station shared with	Avg Daily Census: 6.4	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every five patients. Staff are trained on PMCS-Prevention and Management of Crisis Situations The RNs may float to 13 CHC and EOB units.

EOB, 1 enclosed patient care area, 1 treatment room (located in EOB)		Patients being transferred to other psych areas must be accompanied by a minimum of 2 staff (psych tech and Security Officer). An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
5 SF: 21- bed inpatient psychiatry unit providing care for patients 18 years and older; DSM-V diagnosis with the exclusion of Alcohol Detox and Rehab. The geography of the unit includes 1 nursing station, 1 day room for dining and visitors, 1 activity therapy room, 1 seclusion room, 1 treatment room, 1 clean utility room, 1 soiled utility room.	Avg Daily Census: 20 Avg Daily Admissions: 1 Avg Daily Discharges: 1 Avg Length Stay: 21.5 days	There shall be at least one RN for every six patients. There shall be the capability to increase nurse staffing based on acuity levels. Staff are trained in PMCS-Prevention and Management of Crisis Situations. Patients being transferred to other psych areas must be accompanied by a minimum of 2 staff (psych tech and Security Officer). An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Hemodialysis: 9 chair unit providing care to patients with renal failure utilizing specialized equipment to eliminate waste from the blood. The geography of the unit includes, 1 isolation room, 1 central reverse osmosis room, 1 repair room, 1 multidisciplinary station, 1 storage room for dialysis, 1 storage room for central supply, 1 medication room, 1 office, 1 biomed room, and 1 soiled utility.	Avg Daily Volume: 7	There shall be at least one RN for every three patients. There shall be the capability to increase nurse staffing based on acuity levels and bedside dialysis schedules. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
AITU: 12 chair outpatient unit providing chemotherapy and transfusions to patients with hematological and oncologic conditions. 10 chairs are reserved for adults' patients and 2 chairs for pediatric patients. The geography of the unit includes 1 nursing station, 1 treatment	Avg Daily Volume: 19	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every five patients.

room, 1 waiting room, 1 registration room, 1 supply area.		
Post Anesthesia recovery Unit (PACU): Main PACU consists of 12 bays and 1 isolation room dedicated to recovering patients from the operating rooms and endoscopy procedural areas. The geography of the unit includes 1 isolation room, 1 storage room, and 1 clean utility room, 1 office (nurse manager), and 1 restroom. Ambulatory PACU includes 5 bays for phase 1 and 4 bays for phase 2. The geography of the unit includes 1 restroom and a storage area.	Avg Daily Census: 25 Avg Daily Admissions: Avg Daily Discharges: Avg Length Stay:	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every two patients. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Same Day Surgery (SDS): 9 rooms providing care for patients admitted on the day of surgery and expected to be discharged following surgery. The geography of the unit includes 3 restrooms, 1 family waiting area, 3 offices, and 1 welcome desk/control desk area.	Avg Daily Volume: 19	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to every five patients. Nurse Practitioners & Physician Assistants serves as clinical providers.
Operating Room: 12 room operating room suite providing both elective and emergent surgical interventions for patients across the spectrum in ASA classes I-IV. The geography of the unit include1 clean storage room, 1 soiled utility room, 1 instrument/ processing/sterilization room, 1 equipment room, and 12 scrub areas.	Avg Daily Volume: 25	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to assigned to each operating room. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Endoscopy: The unit provides preprocedural management for patients with a variety of GI disorders and conditions. The geography of the unit includes 1 storage area, 1 patient intake/waiting area, and 1 prep/interview area.	Avg Daily Volume: 13	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to assigned to each procedural room. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.

*Procedures are currently performed in the operation room.		
Interventional Radiology: The unit provides for minimally invasive procedures utilizing radiographic imaging to perform both diagnostic and therapeutic interventions. The geography of the unit includes 1 procedural room and 1 office used for clerical work/supply storage.	Avg Daily Volume: 8	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to assigned to each procedural room. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Cardiac Catheterization Lab (CCL) and Neuro Diagnostic Lab: CCL is a procedural area specializing in comprehensive management of arrythmias. Services include Echocardiography, Ablations for arrythmia and device implants, Diagnostic Cardiac Catheterization, and Intervention (PCI), 24-hour ambulatory EKG monitoring, Pulmonary embolectomy. Neuro Diagnostic Lab focuses on Cerebral Vascular Accident (CVA- Stroke) Performing Endovascular procedures (to remove blood clots when medication is not sufficient). We also provide clot or plaque removal to clear an obstruction and if required stent placement is provided to promote blood flow and supply to the brain. The geography of the unit includes 1 room Cardiac Catheterization Lab, 1 room Neuro-diagnostic Lab, 1 room Electro-Physiology Lab (*under renovation*), 1 Pre/Post patient procedure area, 1 male lounge /locker room, 1 female lounge / locker room, 1 Capital and Disposable Storage area.	Avg Daily Volume: 6	Acuity evaluated daily for patients in immediate care unit with minimum average ratio of one nurse to assigned to each procedural room. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel. Staff must be competent in device management and necessary equipment must be available. Commonly used devices include Intra-aortic Ballon support (IABP) and Left Ventricular support (LVAD).
Non-Invasive Cardiology: 2 room procedural suite for Nuclear Stress Testing	Avg Daily Volume: 8	Acuity evaluated daily for patients in immediate care unit with minimum

and Echocardiography for diagnosed with Angina, Cardiomegaly, Coronary Artery Disease, Arteriosclerosis, and Heart Block. The geography of the unit includes 1 multidisciplinary station, 1 patient changing area, 1 pre/post procedural area, 1 waiting area, 1 exam room.		average ratio of one nurse to assigned to each procedural room. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel.
Emergency Department (ED): 24 hour, 7 days a week operation that provides unscheduled outpatient services to patients whose conditions require immediate/emergent care. The geography of this area is based on current construction project plan: 2 trauma beds, 4 crash beds, 4 trauma stepdown beds, 16 area B beds (includes Asthma Chairs & GYN Rooms), 10 area C beds, 7 Peds ED beds, 2 ED Fast Track beds, 1 soiled utility room in the main ED, 1 soiled utility room in the Pediatric ED, 1 supply room is in the Admitting Dept, 1 supply room- 112, is adjacent to the CX Area.	Avg Daily Census: 236 Avg Daily Admissions: 35 Avg Daily Discharges: 170 Avg Length Stay: 242 mins.	A minimum of one RN must always be present in each of the ED areas when a patient is present: Main ED, Trauma/Crash, ABCX, Ambulance Triage, ED Express, Fast Track, Pediatrics, Walk-in Triage. Acuity evaluated according to Emergency Severity Index (ESI) level upon triage and disposition. An AHN will serve as a clinical resource leader, along with the Nurse Manager, to direct and guide unit personnel. The Team Leads for A B, C and Peds ED serve as a resource for the team members and serve as a liaison to the other disciplines.
Ambulatory Care Center (2nd Floor): specialty clinics divided into stations: Station Q- audiology, general surgery, Station R- trauma, hematology/oncology , dermatology, cardiology, vascular, endocrine, podiatry, wound care, hand surgery, Station S- endocrine, urology, gastroenterology,, medication management, anticoagulation, pulmonary, nephrology, musculoskeletal, and Station L for OB/GYN. The geography consists of patient exam rooms and nursing offices.	Avg Daily Volume: 175.51	A minimum of six RNs assigned.

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Critical Care		
Unit	**RN Staffing Ratios**	**PCT Staffing Ratios**
MICU, SICU, CCU	1:1-2	1:8
Medical/Surgical		
Unit	**RN Staffing Ratios**	**PCT Staffing Ratios**
9 Neuro	1:4-5	1:6
9 CHC Tele	1:4-5	1:8
10 CHC	1:6-7	1:8
11 CHC - A	1:6-7	1:8
11 CHC - B	1:6-7	1:8
Women & Children		
Unit	**RN Staffing Ratios**	**PCT Staffing Ratios**
Mother Baby	Couplet 1:4-5 GYN/AP 1:6-7	1:8
PICU	1:1-2	1:8
NICU	ICU 1:1-2, INT 1: 3-4, Conva 1:5-6	1:8
Labor & Delivery	**RN Staffing Ratios**	**Surgical Techs**
Delivery Rooms	1	
Observations Rooms	1 - 2	
Operation Rooms	2	1 - 2
Triage	1	
Behavioral Health		
Unit	**RN Staffing Ratios**	**Psych Techs**
13 CHC	1:6-7	1:6
5 Snapper	1:6-7	1:6
8 CHC Psych/EOB	1:6-7	1:6
CPEP	1:4	1:6
EMERGENCY DEPARTMENT (*minimal staffing requirements) As of August 17, 2023, the Emergency Department commenced its anticipated 18–24-month expansion project. Staffing adjusted based on available capacity.		
Unit	**RN Staffing Ratios**	**PCT Staffing Ratios**
Area A Trauma/Crash	4	2
Area B Asthma	5	2
Area C Asthma/TSD/Corridor C/C-Pool	4	2
Area ABCX Admitted ABC Holding Area	2-3	2
Area C/D	1-2	1
Ambulance Triage	1	1

OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

EMERGENCY DEPARTMENT (*minimal staffing requirements*) As of August 17, 2023, the Emergency Department commenced its anticipated 18–24-month expansion project. Staffing adjusted based on available capacity.		
ED Express	1 (*days only*)	1
Fast Track	1	1
Navigator/EKG	1	
Pediatrics	3	2
Relief Nurse	1	
Throughput/Sepsis	1 (*days only*)	
Triage Walk-ins	1	1

Perioperative Services (*minimal staffing requirements*)			
Unit	**RN Staffing Ratios**	**Techs/SSAs/MOA's**	**UCs**
Pre-admit Testing (8am – 5pm) Same Day Surgery (6:30am – 7pm)	1:5	2	1
PACU (24hrs)	(9) 8am - 8:30p (3) 12 - 12:30 am (3) 8p - 8:30am	(3) SSAs - Days & Eve (1) SSAs - Nights*	1
Endoscopy (6:30am – 7pm)	(4) 6:30 - 7pm (2) 7:30a - 8pm	(3) SSAs (2) MOAs (2) Endo Techs	2
OR (24hrs) *includes holding	10 (+ 4 relief) *Days* * (4) *Nights* * (3) *Weekends* *	(9) CSTs + (4) SSAs - *Days* * (4) CSTs + (2) SSAs - *Nights* * (3) CSTs + (2) SSAs - *Weekends* *	4 - OR Schedulers*
IR (Monday - Friday) *includes Nuclear Med	1:4	(2) MOAs (1) SSA	

Ambulatory Care (*minimal staffing requirements*)			
Unit	**RN Staffing Ratios**	**PCT/MOA Staffing**	**Ancillary**
AITU (Monday - Friday)	4 RNs	(1) PCT	
ACC (8:30am – 5pm)	6 RNS	(6) MOAs	(6) PSAs (1) Dietician (1) Social Worker

Cardiology (*minimal staffing requirements*)			
Unit	**RN Staffing Ratios**	**Techs/MOA Staffing**	**UCs**
Cardiac Cath/EP	(6) 8a-830p (3) 10a-10:30pm (2) 12pm-12:30am	(2) PCT (1) CV Tech	(1) UC

OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

Cardiology (*minimal staffing requirements)			
Unit	**RN Staffing Ratios**	**Techs/MOA Staffing**	**UCs**
Non-Invasive (Monday - Friday 8am – 6pm)	4 RNs	(1) PCT (1) Echo Tech	

Hemodialysis *minimal staffing requirements)*			
Unit	**RN Staffing Ratios**	**Techs/MOA Staffing**	**Ancillary**
Hemodialysis	4 RNs (Days) 3 RNS (Evenings)	2 Dialysis Techs (Days) 1 Dialysis Techs (Evenings) 2 Dialysis Techs (Nights)	1 UC Eve 1 UC Eve (1) Dietician (1) Social Worker (1) Biomed Tech

OBH-Brookdale Hospital Medical Center 2024 Staffing Guidelines by Census

Service: Medical - Surgical

10 CHC

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	Monitor Tech	UC	RN	PCT	Monitor Tech	UC	RN	PCT	Monitor Tech	UC
64 - 68	10	8	1	2	-	8	1	2	10	8	1	2
57 - 63	9	7	1	2	-	7	1	2	9	7	1	2
50 - 56	8	6	1	2	-	6	1	2	8	6	1	2
43 - 49	7	5	1	2	-	5	1	2	7	5	1	2
36 - 42	6	5	1	2	-	5	1	2	6	5	1	2
29 - 35	5	4	1	2	-	4	1	2	5	4	1	2
22 - 28	4	3	1	2	-	3	1	2	4	3	1	2
15 - 21	3	3	1	2	-	3	1	2	3	3	1	2
8 - 14	2	2	1	2	-	2	1	2	2	2	1	2
1 - 7	2	1	1	2	-	1	1	2	2	1	1	2

9 B

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	Monitor Tech	UC	RN	PCT	Monitor Tech	UC	RN	PCT	Monitor Tech	UC
31 - 32	6	6	-	1		6	-	1	6	6	-	1
25 - 30	5	5	-	1		5	-	1	5	5	-	1
19 - 24	4	4	-	1	-	4	-	1	4	4	-	1
13 - 18	3	3	-	1	-	3	-	1	3	3	-	1
7 - 12	2	2	-	1	-	2	-	1	2	2	-	1
1 - 6	2	1	-	1	-	1	-	1	2	1	-	1

OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

Service: Medical - Surgical

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	Monitor Tech	UC	RN	PCT	Monitor Tech	UC	RN	PCT	Monitor Tech	UC
70 - 72	11	8		2		8		2	11	8		2
64 - 69	10	8	-	2	-	8	-	2	10	8	-	2
57 - 63	9	7	-	2	-	7	-	2	9	7	-	2
50 - 56	8	6	-	2	-	6	-	2	8	6	-	2
43 - 49	7	5	-	2	-	5	-	2	7	5	-	2
36 - 42	6	5	-	2	-	5	-	2	6	5	-	2
29 - 35	5	4	-	2	-	4	-	2	5	4	-	2
22 - 28	4	3	-	2	-	3	-	2	4	3	-	2
15 - 21	3	3	-	2	-	3	-	2	3	3	-	2
8 - 14	2	2	-	2	-	2	-	2	2	2	-	2
1 - 7	2	1	-	2	-	1	-	2	2	1	-	2

Service: Critical Care

MICU

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	MT	UC	RN	PCT	MT	UC	RN	PCT	MT	UC
15 - 16	8	2	1	1	-	2	1	1	8	2	1	1
13 - 14	7	2	1	1	-	2	1	1	7	2	1	1
11 - 12	6	2	1	1	-	2	1	1	6	2	1	1
9 - 10	5	1	1	1	-	1	1	1	5	1	1	1
7 - 8	4	1	1	1	-	1	1	1	4	1	1	1
5 - 6	3	1	1	1	-	1	1	1	3	1	1	1
3 - 4	2	1	1	1	-	1	1	1	2	1	1	1
1 - 2	2	1	1	1	-	1	1	1	2	1	1	1

OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

Service: Critical Care

SICU

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	MT	UC	RN	PCT	MT	UC	RN	PCT	MT	UC
15 - 17	9	2	1	1	-	2	1	1	9	2	1	1
13 - 14	8	2	1	1	-	2	1	1	8	2	1	1
11 - 12	7	2	1	1	-	2	1	1	7	2	1	1
9 - 10	6	1	1	1	-	1	1	1	6	1	1	1
7 - 8	5	1	1	1	-	1	1	1	5	1	1	1
5 - 6	4	1	1	1	-	1	1	1	4	1	1	1
3 - 4	3	1	1	1	-	1	1	1	3	1	1	1
1 - 2	2	1	1	1	-	1	1	1	2	1	1	1

CCU

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	MT	UC	RN	PCT	MT	UC	RN	PCT	MT	UC
5 - 6	3	1	-	1	-	1	-	1	3	1	-	1
3 - 4	2	1	-	1	-	1	-	1	2	1	-	1
1 - 2	1	1	-	1	-	1	-	1	1	1	-	1

9A (Med/Tele)

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	MT	UC	RN	PCT	MT	UC	RN	PCT	MT	UC
25 - 28	6	4	2	1	-	4	2	1	6	4	2	1
19 - 24	5	3	2	1	-	3	2	1	5	3	2	1
13 - 18	4	3	2	1	-	3	2	1	4	3	2	1
7 - 12	3	2	2	1	-	2	2	1	3	2	2	1
1 - 6	2	1	2	1	-	1	2	1	2	1	2	1

OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

Service: Women & Children

Labor & Delivery

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	SurgTech	UC	RN	PCT	SurgTech	UC	RN	PCT	SurgTech	UC
11 - 12	7	-	2	1	-	-	2	1	7	-	2	1
9 -10	6	-	2	1	-	-	2	1	6	-	2	1
7 - 8	5	-	2	1	-	-	2	1	5	-	2	1
5 - 6	5	-	1	1	-	-	1	1	5	-	1	1
3 - 4	5	-	1	1	-	-	1	1	5	-	1	1
1 - 2	5	-	1	1	-	-	1	1	5	-	1	1

Mother Baby

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	ST	UC	RN	PCT	ST	UC	RN	PCT	ST	UC
31 - 32	7	3	-	1	-	3	-	1	7	3	-	1
25 - 30	6	3	-	1	-	3	-	1	6	3	-	1
19 - 24	5	3	-	1	-	3	-	1	5	3	-	1
13 - 18	4	2	-	1	-	2	-	1	4	2	-	1
9 - 12	3	2	-	1	-	2	-	1	3	2	-	1
1 - 8	2	1	-	1	-	1	-	1	2	1	-	1

Pediatrics

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT	ST	UC	RN	PCT	ST	UC	RN	PCT	ST	UC
21 - 24	4	3	-	1	-	3	-	1	4	3	-	1
16 - 20	3	2	-	1	-	2	-	1	3	2	-	1
11 - 15	3	2		1	-	2		1	3	2		1
6 - 10	2	1	-	1	-	1	-	1	2	1	-	1
1 - 5	2	1	-	1	-	1	-	1	2	1	-	1

OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

Service: Women & Children

PICU

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT		UC	RN	PCT		UC	RN	PCT		UC
5	3	1	-	-	-	1	-	-	3	1	-	-
3 - 4	2	1	-	-	-	1	-	-	2	1	-	-
1 - 2	2	1	-	-	-	1	-	-	2	1	-	-

NICU

Census	Day Shift				Evening Shift				Night Shift			
	RN	PCT		UC	RN	PCT		UC	RN	PCT		UC
31 -32	16	4	-	1		4	-	1	16	4	-	1
29 - 30	15	3	-	1		3	-	1	15	3	-	1
27- 28	14	3	-	1		3	-	1	14	3	-	1
25 - 26	13	3	-	1		3	-	1	13	3	-	1
23 - 24	12	3	-	1	-	3	-	1	12	3	-	1
21 - 22	11	3	-	1	-	3	-	1	11	3	-	1
19 - 20	10	2	-	1	-	2	-	1	10	2	-	1
17 - 18	9	2	-	1	-	2	-	1	9	2	-	1
15 - 16	8	2	-	1	-	2	-	1	8	2	-	1
13 - 14	7	2	-	1	-	2		1	7	2		1
11 - 12	6	2	-	1	-	2	-	1	6	2	-	1
9 - 10	5	2	-	1	-	2	-	1	5	2	-	1
7 - 8	4	1	-	1	-	1	-	1	4	1	-	1
5 - 6	3	1	-	1	-	1	-	1	3	1	-	1
3 - 4	2	1	-	1	-	1	-	1	2	1	-	1
1 - 2	2	1	-	1	-	1	-	1	2	1	-	1

OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

Service: Behavioral Health

13 CHC

Census	Day Shift				Evening Shift				Night Shift			
	RN	LPN	Psych Tech	UC	RN	LPN	Psych Tech	UC	RN	LPN	Psych Tech	UC
33 - 34	5	1	7	1	5	1	7	1	5	1	7	1
25 - 32	4	1	6	1	4	1	6	1	4	1	6	1
17 - 24	3	1	5	1	3	1	5	1	3	1	5	1
9 - 16	2	1	4	1	2	1	4	1	2	1	4	1
1 - 8	2	1	3	1	2	1	3	1	2	1	3	1

Adult CPEP/EOB

Census	Day Shift				Evening Shift				Night Shift			
	RN	LPN	Psych Tech	UC	RN	LPN	Psych Tech	UC	RN	LPN	Psych Tech	UC
7 - 1 3	5	-	4	1	5	-	4	1	5	-	4	1
1 - 6	4	-	4	1	4	-	4	1	4	-	4	1

5 SF

Census	Day Shift				Evening Shift				Night Shift			
	RN	LPN	Psych Tech	UC	RN	LPN	Psych Tech	UC	RN	LPN	Psych Tech	UC
25-29	4	-	6	1	4	-	6	1	4	-	6	1
17 - 24	3	-	5	1	3	-	5	1	3	-	5	1
9 - 16	2	-	4	1	2	-	4	1	2	-	4	1
1 - 8	2	-	3	1	2	-	3	1	2	-	3	1

OBH – BROOKDALE HOSPITAL AND MEDICAL CENTER
STAFFING METHODOLOGY

Service: Behavioral Health

Child Psych/EOB/CPEP

	Day Shift				Evening Shift				Night Shift			
Census	RN	LPN	Psych Tech	UC	RN	LPN	Psych Tech	UC	RN	LPN	Psych Tech	UC
19	6		6	1	4		6	1	6		6	1
13 - 18	5	-	5	1	3	-	5	1	5	-	5	1
7 - 12	4	-	4	1	2	-	4	1	4	-	4	1
1 - 6	3	-	3	1	2	-	3	1	3	-	3	1