

TO: [hospitalstaffingplans@health.ny.gov](mailto:hospitalstaffingplans@health.ny.gov)

FROM: Jessica Visser, VP Patient Care Services, CNO Mercy Hospital of Buffalo

DATE: July 1, 2024

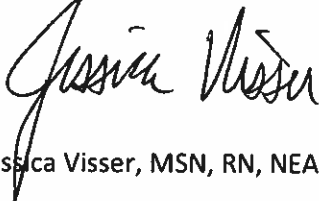
RE: 2024 Staffing Plans for Mercy Hospital of Buffalo, Mercy Ambulatory Care Center (MACC)

Mercy Hospital of Buffalo Clinical Staffing Committee has met monthly during the course of 2023, as part of our plan to meet the requirements of the New York Safe Staffing for Quality Care Act, this has included the MACC. Our committee is made up primarily of direct care associates with less than 50% of the committee made up by members of the hospital's management team. This committee has worked together to review the staffing plan for the hospital, taking into consideration many factors that impact patient care and hospital staffing including acuity, geography, finances, retention and recruitment, resources, daily activity patterns, quality, and practice patterns.

To help guide the direction and discussion of the committee, a charter was adopted to outline the scope and purpose of the committee, as well as how staffing complaints would be evaluated and addressed by the committee. Mercy Hospital of Buffalo has a Collective Bargaining agreement (CBA) that was ratified in November 2021 and clearly outlines the hospital's staffing plan. With clinical unit staffing grids already in place, the Mercy CSC has been able to focus discussions around the challenges faced regarding recruitment and retention and the unique nuances of each unit. The committee also regularly reviews census and acuity, skill mix, patient unit geography, one-to-one needs, patient and staff safety, established/published staffing guidelines from nursing organizations, support personnel available on the units, break coverage, hospital finances and quality.

The committee will continue to meet in the coming year and will maintain discussion and implementation of the staffing plan and New York Safe Staffing Quality Care Act.

Thank you!



Jessica Visser, MSN, RN, NEA-BC

Vice President, Patient Care Services, CNO Mercy Hospital of Buffalo

**MACC**

Census	Charge*	Triage	Total # RNs
10	1	1	3
9	1	1	3
8	1	1	2
7	1	1	2
6	1	1	2
5	1	1	2
4	1	1	1
3	1	1	1
2	1	1	1
1	1	1	1

\*Charge with modified assignment

Census	Fast Track/Internal Waiting RN**
4	1
3	1
2	1
1	1

\*\* Fast Track RN 10a-10p

Total NAS	NAs shift
2	7a-11a
3	11a-3p
2	3p-11p
1	11p-7a
1	7a-11a
2	11a-3p
2	3p-11p
1	11p-7a

**Patient Care Ratios:**  
RN Days/Nights 1:4



Mon-Fri cumulative

Mon-Fri cumulative

Mon-Fri cumulative

Mon-Fri cumulative

Sat-Sun cumulative

Sat-Sun cumulative

Sat-Sun cumulative

Sat-Sun cumulative