

Mount Sinai Health System

Mount Sinai Hospital

PFI: 1456

Mount Sinai Health System

Legend:

Union Proposed Staffing Plan

Unit Name Bed Capacity & Unit Description									
Nursing Staff Union Name			Ancillary Staff Union Name						
ADC March YTD	Charge RN	RNs	SHIFTS	PCAs	USs	BHAs	MHAs	NAs	

Staff present their proposed staffing models for discussion in staffing committee

For RNs: The ADC and number of staff are listed
For Ancillary Staff: Shift times and number of staff needed are listed

Potential Variations to Staffing

Unit Name
Unit Description
Forseeable
Unforseeable

This section indicates any forseeable or unforseeable variations that may impact staffing.

Forseeable variations may include details on approved positions as per hospital leadership teams; anticipated changes to unit or patient population.

Management Proposed Staffing Plan

Unit Name	
Unit Description	
Projected Pt Census	RN (total incl Charge)

This section indicates the final management proposal including any additional staff positions as agreed upon by hospital leadership. The columns include projected patient census and number of RNs needed per shift. Additional notes may include details on ancillary staff levels or unit related information as needed.

Current RN Grid

Unit Name	
Unit Description	
Projected Pt Census	RN (total incl Charge)

This section indicates the current staffing plan as agreed upon per contract/CBA

Management Approved FTE Additions

Nursing

Clinical Service	Total FTE
Med / Surg / ED	15.0
Critical Care	12.0
OB/GYN	3.0
Pediatrics	3.0
Inpatient Oncology	5.0
	38.0

Ancillary & Support

Clinical Service	Total FTE
Kravis Lobby	5.2
First Impression	
Labor and Delivery- Equipment/Supply Tech	1.0
Behavioral Health Monitoring	5.2
	11.4

Union Proposed Staffing Plan

GP 8 Center (762)					
NYSNA			1199		
Census	Charge RN^	RNs (1:4)	Shift	PCAs	BAs
15-18	1	4	0700-1500	4	1
19-22	1	5	1500-2300	4	1
23-26	1	6	2300-0700	4	1
27-30	1	7			
31-35	1	8			
36	1	9			

^Charge RN w/ out Assignment

*Includes SCN without patient assignment

**Staffing Plan must be maintained during break coverage

***PCA/NA coverage per shift will be increased to accomodate 1:1's

GP 8 East (737)					
NYSNA			1199		
Census^	Charge RN^^	RNs (1:4)	SHIFT	PCAs	BAs
18-23	1	6	0700-1500	4	1
24-29	1	7	1500-2300	4	1
30-34	1	8	2300-0700	4	1
35-37	1	9			

^Census includes up to 2 hallway patients

^^Charge RN without patient assignment

*Includes SCN without patient assignment

**Staffing Plan must be maintained during break coverage

***PCA/NA coverage per shift will be increased to accomodate 1:1's

Potential Variations to Staffing

GP 8 Center (762)	
Med/Surg	
Forseeable	
Unforseeable	

GP 8 East (737)	
Med/Surg	
Forseeable	
Unforseeable	

Management Proposed Staffing Plan

GP 8 Center (762)	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
15-18	5
19-22	6
23-26	7
27-30	8
31-35	9
36	10

Notes: Inclusive of 2 hallway patients. Charge RN with or without an assignment

Note: NA Float Pool 55 FTEs budgeted

PCA staffing is 4 per shift with a census of 36

1 BA each shift for days and evenings. Night float pool coverage by division.

GP 8 East (737)	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
18-23	6
24-29	7
30-34	8
35-37	9

Notes: Assigned Charge Nurse with or without an assignment. .
 One BA on Day shift and one on evening shift. Shared BA on nights as need arises.
 Note: NA Float Pool 55 FTEs budgeted
 PCA staffing is 4 per shift with a census of 36

Current RN Grid

GP 8 Center (762)	
Med/Surg	
Projected Pt. Censu	RN (total incl Charge)
15-18	5
19-22	6
23-26	7
27-30	8
31-35	9
36-38	10

Notes: Inclusive of 2 hallway patients. RN's with or without a charge nurse. Charge nurse with or without an assignment.

GP 8 East (737)	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
18-23	6
24-29	7
30-34	8
35-37	9

Notes: Charge nurse with or without an assignment.

Union Proposed Staffing Plan								Potential Variations to Staffing		Management Proposed Staffing Plan		Current RN Grid	
NYSNA			1199					Rehab		Rehab		Rehab	
Census	Charge RN	RNs (1:5)	SHIFT	PCA	BAs	SHIFT	NAs	Forseeable		Projected Pt. Census	RN (total incl Charge)	Projected Pt. Census	RN (total incl Charge)
11-15	1	3	0700-1500	4	1	0700-2000	1			11-15	3	11-15	3
16 - 20	1	4	1500-2300	4	1	2000-0800	1			16 - 20	4	16 - 20	4
21-25	1	5	2300-0700	4	1			Unforseeable		21-25	5	21-25	5
*Staffing ratio must be maintained during break coverage										Notes: Charge RN with or without patient assignment. PCA/NA staffing is 5 per shift for a census of 25. 1 BA for days 1 BA for evenings. No hallway patients		Notes: No hallway patients Charge RN with or without patient assignment.	
**PCA/NA coverage per shift will be increased to accomodate 1:1's													

KCC3S Total Brain Injury (799)								KCC3S Total Brain Injury (799)		KCC3S Total Brain Injury (799)		KCC3S Total Brain Injury (799)	
NYSNA			1199					Rehab		Rehab		Rehab	
Census	Charge RN	RNs (1:5)	SHIFTS	PCAs	BAs	Shift	NA s	Forseeable		Projected Pt. Census	RN (total incl Charge)	Projected Pt. Census	RN (total incl Charge)
11-15	1	3	0700-1500	4	1	0700-2000	1			11-15	3	11-15	3
16-20	1	4	1500-2300	4	1	1900-0800	1			16 - 20	4	16 - 20	4
21-25	1	5	2300-0700	4	1			Unforseeable		21-25	5	21-25	5
*Staffing ratio must be maintained during break coverage										Notes: Charge RN with or without patient assignment. PCA/NA staffing is 5 per shift for a census of 25. No Hallway patients		Notes: No hallway patients Charge RN with or without patient assignment.	
**PCA/NA coverage per shift will be increased to accomodate 1:1's													

Union Proposed Staffing Plan										Potential Variations to Staffing		Management Proposed Staffing Plan		Current RN Grids	
KCC 7S Geri Psych Staffing Grid (771)										KCC 7S Geri Psych (771)		KCC 7S Geri Psych (771)		KCC 7S Geri Psych (771)	
NYSNA			1199							Adult Psych		Adult Psych		Adult Psych	
Census	Charge RN	RNs (1:5)	Shift	PCA	NA	MHA	TOTAL mixed	Shift	BAs	Forseeable		Projected Pt. CensusRN (total incl Charge)		Projected Pt. CensusRN (total incl Charge)	
10-13	1	3	0700-2000	2	2	1	5	0700-1500	1			10-133		10-133	
14-18	1	4	1900-0800	2	2	1	5	1500-2300	1			14-183		14-183	
19-21	1	5						2300-0700	1	Unforseeable		19-214		19-214	
*Staffing ratio must be maintained during break coverage												Notes:Charge RN with or without patient assignment. PCA/NA/MHA staffing is 4 per shift for a census of 21. 1 BA for days and evenings. When census is 1-13 the RN will cover all breaks for Madison 5 and thenw ill float to another unit with like competencies, and only one float		Notes: When census is 1-13, the RN will cover all breaks for Madison 5 and then will float to another unit with like competencies, and only one float. Charge RN with or without patient assignment.	
**PCA/NA coverage per shift will be increased to accomodate 1:1's															
Madison 5 Adult Psych Staffing Grid (774)										Madison 5 Adult Psych (774)		Madison 5 Adult Psych (774)		Madison 5 Adult Psych (774)	
NYSNA			1199							Adult Psych		Adult Psych		Adult Psych	
Census	Charge RN	RNs (1:5)	Shift	PCA	NA	MHA	TOTAL MIXED	Shift	BA	Forseeable		Projected Pt. CensusRN (total incl Charge)		Projected Pt. CensusRN (total incl Charge)	
10-18	1	4	0700-2000	3	2	1	6	0700-1500	1	5.2 Nas		10 - 183		10 - 183	
19-25	1	5	1900-0800	3	2	1	6	1500-2300	1			19 - 244		19 - 244	
								2300-0700	1	Unforseeable		255		255	
*Staffing ratio must be maintained during break coverage												Notes:Charge RN with or without assignment. PCA/NA/MHA staffing is 5 per shift for a census of 25. 1 BA for Days and 1 BA for evening When census is 1-13, the RN will cover all breaks for Madison 5 then will float to another unit with like competencies, and only one float.		Notes: When census is 1-13, the RN will cover all breaks for Madison 5 and then will float to another unit with like competencies, and only one float. Charge RN with or without patient assignment.	
**PCA/NA coverage per shift will be increased to accomodate 1:1's															
MSH Psych ED (477)										MSH Psych ED (477)		MSH Psych ED (477)		MSH Psych ED (477)	
NYSNA			1199							Psych - Emergency Medicine		Psych - Emergency Medicine		Psych - Emergency Medicine	
Census	Charge RN	RNs (1:4)	Shift	ERT		MHA	TOTAL mixed	Shift	BA	Forseeable		Projected Pt. CensusRN (total incl Charge)		Projected Pt. CensusRN (total incl Charge)	
Variable	1	2	0700-2000	1			1	0700-1500	1			Variable2		Variable2	
			1900-0800	1			1	1500-2300	1						
								2300-0700	1	Unforseeable					
*Staffing ratio must be maintained during break coverage												Notes:Charge RN with or without assignment. 2 Nurses on at all time. ERT staffing is 1 per shift		Notes: 2 at all times due to census variation Charge RN with or without patient assignment.	
**Techs coverage per shift will be increased to accomodate 1:1's/Do not float the ERT															

Union Proposed Staffing Plan						Potential Variations to Staffing	Management Proposed Staffing Plan	Current RN Grid
KP 4 (748)						KP 4 (748)	KP 4 (748)	KP 4 (748)
NYSNA			1199			Gynecological Surgery	Gynecological Surgery	Gynecological Surgery
Census	Charge RN	RN Ratio (1:5)	SHIFT	PCA	BAs	Forseeable	Projected Pt. Census	Projected Pt. Census
1 to 6	1	3	0700-1500	2	1		1 - 6	1 - 6
7 to 9	1	3	1500-2300	2	1		7 - 9	7 - 9
			2300-0700	2	1	Unforseeable		
*Staffing ratio must be maintained during break coverage							Notes: *When census is 1-6, the 3rd RN will cover all breaks for KP4 and then will float to another unit with like competencies, and only one float Charge RN with or without assignment. PCA staffing is 2 per shift for a census of 9 1 BA for Day 1 Ba for Evening.	
Charge Nurse without assignment								Notes: RN's with or without a charge nurse. *When census is 1-6, the 3rd RN will cover breaks for all KP4 RN and then float to another unit with like competencies, only one float
KP 6 (727)						KP 6 (727)	KP 6 (727)	KP 6 (727)
NYSNA			1199			Palliative Care	Palliative Care	Palliative Care
Census	Charge RN	RN Ratio (1:5)	SHIFTS	PCAs	BAs	Forseeable	Projected Pt. Census	Projected Pt. Census
1 to 7	1	3	0700-1500	2	1		1 - 7	1 - 7
8 to 10	1	3	1500-2300	2	1		8 - 10	8 - 10
11 to 14	1	4	2300-0700	2	1		11 - 14	11 - 14
*Staffing ratio must be maintained during break coverage						Unforseeable	Notes: *When census is 1-7, the 3rd will cover all breaks for KP6 and then will float to another unit like competencies, and only one float Charge RN with or without assignment. PCA staffing is 2 per shift for a census of 14 1 BA for Day, 1 BA for Evening.	
1 SCN not included above								Notes: Charge nurse with or without an assignment. *When census is 1-7, the 3rd RN will cover breaks for all KP6 RN and then float to another unit with like competencies, only one float
Charge Nurse without assignment								

Union Proposed Staffing Plan

P5 (749)					
NYSNA			1199		
Census	Charge	RNs	Shift	PCAs	BAs
10-11	1	4	0700-1530	3	1
12-14	1	5	1500-2330	3	1
15-18	1	6	2300-0730	3	1
19-21	1	7			
22-24	1	8			
1 SCN FTE Days, 1 SCN FTE Nights					
*Staffing ratio must be maintained during break coverage					
**PCA/NA coverage per shift will be increased to accomodate 1:1's					

P2 (750)					
NYSNA			1199		
Census^	Charge RN^^	RNs (1:4)	SHIFT	PCAs	BAs
1-2	1	2	0700-1530	2	2
3-8	1	3	1500-2330	2	1
			2300-0730	1	1
*Staffing ratio must be maintained during break coverage					
**PCA/NA coverage per shift will be increased to accomodate 1:1's					

Potential Variations to Staffing

P5 (749)
Med/Surg
Forseeable
5.2 BA Ftes to be shared across Pediatrics
Unforseeable

P2 (750)
Med/Surg
Forseeable
5.2 BA Ftes to be shared across Pediatrics
Unforseeable

Management Proposed Staffing Plan

P5 (749)	
Med/Surg EMU	
Projected Pt. Census	RN (total incl Charge)
10-11	4
12-14	5
15-18	6
19-21	7
22-24	8
1:3 EMU (Maximum capacity 5 beds), Inclusive of a Charge with or without assignment. 1 FTE SCN Day 1 FTE SCN night not reflected in the grid. Peds BA Days and evenings, and nights t will to monitor WAPS and open secure entrance PCA staffing will be 2 per shift with a census of 24. Inclusive of charge nurse with or without	

P2 (750)	
Med/Surg Hem/ONC	
Projected Pt. Census	RN (total incl Charge)
1-4	3*
5-8	3
When census is 1-4 3rd RN will cover all breaks for P2 and then will float to another unit with like competencies, and only one float. Stem cell transplant patients may require increased monitoring and increase the RN's needed. 1 Ba on Days, 1 BA evenings, 1 BA at night will to monitor WAPS and open secure entrance for visitors. PCA Staffing	

Current RN Grid

P5 (749)	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
10-11	4
12-14	5
15-18	6
19-21	7
22-24	8
Inclusive of Charge with/without assignment. 1	
*plus 2 SCN FTE 1 each for day and night shift flex time in addition to RNs. *Inclusive of Charge nurse with or	

P2 (750)	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
1-2	2
3-8	3
*Stem cell transplant patients may require increased monitoring and increase the RNs needed. Includes charge	

Union Proposed Staffing Plan					
PCICU (755)					
NYSNA			1199		
Census^	Charge RN^^	RNs	SHIFT	Nas	BAs
1-2	1	2	0700-1530	1	1
3	1	3	1500-2330	1	1
4	1	4	2300-0730	1	1
5	1	5			
6	1	6			
*Staffing ratio must be maintained during break coverage					
**PCA/NA coverage per shift will be increased to accomodate 1:1's					

NICU (757)					
NYSNA			1199		
Census^	Charge RN/Resource	RNs	SHIFT	PCAs	BAs
39-40	2	20	0700-1500	3	2
41-42	2	21	1500-2300	3	2
43-44	2	22	2300-0700	2	2
45-46	2	23			
47-48	2	24			
49-50	2	25			
51-52	2	26			
53-54	2	27			
55-56	2	28			
57-58	2	29			
59-60	2	30			
61-62	2	31			
*Staffing ratio must be maintained during break coverage					
**PCA/NA coverage per shift will be increased to accomodate 1:1's					

Potential Variations to Staffing
PCICU (755)
Med/Surg/Tele
Forseeable
5.2 BA Ftes to be shared across Pediatrics
Unforseeable

NICU (757)
Med/Surg/Tele
Forseeable
Unforseeable

Management Proposed Staffing Plan	
PCICU (755)	
ICU	
Projected Pt. Census	RN (total incl Charge)
1-2	2
3	3
4	4
5	5
6	6
Inclusive of a chage nurse with or without assignment. 1 BA on Day 1 BA on evenings, 1 BA at night will to monitor WAPS and open secure entrance for visitors. NA staffing will be 1 for a census of 6.	

NICU (757)	
ICU	
Projected Pt. Census	RN (total incl Charge)
39-40	18
41-42	19
43-44	20
45-46	21
47-49	22
50-51	23
52-53	24
54-55	25
56-57	26
58-59	27
60-62	28
63-64	29
Total RN include 1 charge without an assignment and 1 resource per shift; not included is the 1 FTE SCN on days only. Peds BA 24/7 to monitor WAPS and open secure entrace for visitors. Number of 1:1 patients and/or	

Current RN Grid	
PCICU (755)	
Med/Surg/Tele	
Projected Pt. Census	RN (total incl Charge)
1-2	2
3	3
4	4
5	5
6	6
Inclusive of a charge nurse with or without assignment	

NICU (757)	
Med/Surg/Tele	
Projected Pt. Census	RN (total incl Charge)
39-40	18
41-42	19
43-44	20
45-46	21
47-49	22
50-51	23
52-53	24
54-55	25
56-57	26
58-59	27
60-62	28
63-64	29
Total RN include 1 charge no patients and 1 resource per shift; not included is the 1 FTE SCN on days only. 1:1	

Union Proposed Staffing Plan					
PICU (795)					
NYSNA			1199		
Census^	Charge RN	RNs	SHIFT	PCAs/NAs	BAs
9-10	1	7	0700-1500	2	1
11-12	1	8	1500-2300	2	1
13-14	1	10	2300-0700	2	1
15	1	11			

*Staffing ratio must be maintained during break coverage

**PCA/NA coverage per shift will be increased to accomodate 1:1's

Potential Variations to Staffing	
	PICU (795)
	Med/Surg/Tele
Forseeable	
Unforseeable	

Management Proposed Staffing Plan		
PICU (795)		
ICU		
Projected Pt. Census	RN (total incl Charge)	Transport
9-10	7	1
11-12	8	1
13-14	10	1
15	11	1

Charge Nurse with or without an assignment. 1 Transport Nurse always on, not included in grid. When not on transport they can support the PICU staff. Peds BA 24/7 to monitor WAPS and open secure entrance for visitors. PCA/NA staffing will be 3 days, 3 evenings, 2 nights for a census of 15. Transport is a separate cost center. When not on transport they support the PICU staff. Inclusive of a charge nurse with or without assignment.

Current RN Grid	
PICU (795)	
Med/Surg/Tele	
Projected Pt. Census**	RN (total incl Charge)
9-10	7
11-12	8
13-14	10
15	11
16	12
17-18	13
19	14
20	15

Transport is a separate cost center. When not on transport they support PICU staff. Inclusive of a charge nurse with or without an assignment

P4 South (1772)					
NYSNA			1199		
Census^	Charge RN	RNs	SHIFT	PCAs	BAs
3	1	2	0700-1530	2	1
4-6	1	3	1500-2330	2	1
7-9	1	4	2300-0730	2	1
10-12	1	5			
13	1	6			

*Staffing ratio must be maintained during break coverage

**PCA/NA coverage per shift will be increased to accomodate 1:1's

	P4 (1772)
	Med/Surg/Tele
Forseeable	
5.2 Ftes shared across Peds	
Unforseeable	

P4 (1772)	
Stepdown	
Projected Pt. Census	RN (total incl Charge)
1-6	3*
7-9	3
10-12	4
13	5

*When census 1-6 3rd RN will cover breaks for P4s and then will float to another unit with like competencies, on 1 Float. Charge with or without assignment. 1 BA on day 1 BA on evenings, 1 BA at night will to monitor WAPS and open secure entrance for visitors at a central location across pediatrics PCA staffing will be 1 for a census of 1

P4 South (1772)	
Med/Surg/Tele	
Projected Pt. Census	RN (total incl Charge)
1-4	2
5-7	3
8-10	4
11-13	5

Census Grid Exclusive of PICU patients. PICU patients are cared for by PICU Nurses (see PICU grid). 1:3 EMU. There will never be 1 nurse alone. If no PICU nurses are on P4s, there will always be a minimum of 2 nurses on P4S. NO hallway patients. Charge Nurse with or without an assignment

6W							
NYSNA			1199				
Census	Charge RN	RN Ratio (1:2)	SHIFT	PCA	BA	SHIFT	NA
17-19	1	6	0700-1500	5	1	0700-2000	2
20-21	1	7	1500-2300	5		2000-0800	2
22-24	1	8	2300-0700	5			
25-27	1	9					
28-30	1	10					
31-33	1	11					
34-36	1	12					

^ TICU 1:2

^^ VCU and Chronic Vents 1:3

*Staffing ratio must be maintained during break coverage

**PCA/NA coverage per shift will be increased to accommodate 1:1's

nt Sinai Hospital

GW	
Cardiac	
Forceable	
Unforceable	

6W		
Cardiac		
Projected Pt. Census		RN
17-20		7
21-24		8
25-29		9
30-34		10
36 (2-halfway patients)		11

Notes: 4PCAs per shift with a census of 36. 2 Bas per day shift (minus weekends) 1 Ba per evening shift. Charge RN with or without assignment. TICU 1,2, VICU 1,3, Chronic Vents, 1,4

GW		
Cardiac		
Projected Pt. Census		RN
17-20		7
21-24		8
25-29		9
30-34		10
96 (2 Halfway Patients)		11
Notes:		
TICU Staffing		
*TICU		1:02
*VICU		1:03
Chronic Vents		1:04

Page 16 of 23

Union Proposed Staffing Plan

KP 8						
NYSNA				1199		
Census	#RNs-Couplets (1:3)	#RNs-Nursery	Charge RN	Shift	BA	PCA
10-13	4	1	1	0700-1530	2	3
14-15	5	1	1	1500-2330	2	3
16-18	6	1	1	2300-0730	2	3
19-21	7	1	1			
*Staffing ratio must be maintained during break coverage						
**PCA/NA coverage per shift will be increased to accommodate 1:1's						

KP 7						
NYSNA				1199		
Census	#RNs-Couplets (1:3)	#RNs-Nursery	Charge RN	Shift	BA	PCA
10-13	4	1	1	0700-1530	2	3
14-15	5	1	1	1500-2330	2	3
16-18	6	1	1	2300-0730	2	3
19-21	7	1	1			
*Staffing ratio must be maintained during break coverage						
**PCA/NA coverage per shift will be increased to accommodate 1:1's						

KP 5 Postpartum/Antepartum						
NYSNA				1199		
Census	#RNs-Couplets (1:3)*	#RNs-Nursery	Charge RN	Shift	BA	PCA
10-12	4	1	1	0700-1530	2	3
13-15	5	1	1	1500-2330	2	3
16-17	6	1	1	2300-0730	2	3
18-20	7	1	1			
21-24	8	1	1			
25-28	9	1	1			
*Antepartum patients requiring magnesium sulfate will require increased monitoring						
*Staffing ratio must be maintained during break coverage						
**PCA/NA coverage per shift will be increased to accommodate 1:1's						

Labor and Delivery											
NYSNA									1199		
	Charge	EMTALA	Bridge	Triage	A/P	Labor	OR	PACU	Shifts	BAs	OB Techs
Ratio (Nurse: Pt)	1	1	1	1:2	1:3*	**1st Stage - 1:2 2nd Stage - 1:1 3rd Stage- 2:1	1:1 Baby RN: 1:1	1:2	0700-1500	4	6
RN Scheduled Days	1	1	1	2	1	14	3	2	1500-2300	4	4
RN Scheduled Nights	1	1	0	2	1	15	0	2	2300-0700	4	4

Potential Variations to Staffing

KP8	
Postpartum	
Foreseeable	
Unforeseeable	

KP7	
Postpartum	
Foreseeable	
Unforeseeable	

KPS	
Postpartum/Antepartum	
Foreseeable	
Unforeseeable	

L&D	
Labor and Delivery	
Foreseeable	
1 FTE supply/equipment tech	
Unforeseeable	

Management Proposed Staffing Plan

KP8			
PostPartum			
Couplets	Rns	Nny	Total
10-13	4	1	5
14-15	5	1	6
16-18	6	1	7
19-21	7	1	8
Notes: 2 PCas per shift with a maximum census 21. 1 PCA to handle phlebotomy. Charge Nurse with or without an assignment. 1 BA per shift			

KP7			
PostPartum			
Couplets	Rns	Nny	Total
10-13	4	1	5
14-15	5	1	6
16-18	6	1	7
19-21	7	1	8
Notes: 2 PCas per shift with a maximum census 21. 1 PCA to handle phlebotomy. Charge Nurse with or without an assignment. 1 BA per shift			

KP 5				
Postpartum/Antepartum				
Couplets	RNs	Nny	Charge	
12	4	1	1	
13-15	5	1	1	
16-17	6	1	1	
18-20	7	1	1	
21-24	8	1	1	
25-28	9	1	1	
2 PCas per shift with a census of 28.1 PCA to handle phlebotomy 1 BA per shift. Charge without an assignment				

L&D				
Labor and Delivery				
Births/Day	Ante/L&D/OR/PACU Day/Nights	Triage	Charge without assignment	Total
15-30+	19/18	2	1	23/20
Notes: OR Techs 5 per days, 3 for evening, 3 nights. 4 Bas on Days and Evenings 3 on Nights 1 FTE equipment tech & supply tech. M-F 7-3. 3+ scheduled ORs 24 nurses per day shift.				

Current RN Grid

KP8			
Post Partum			
Couplets	Rns	Nny	Total
10-13	4	1	5
14-15	5	1	6
16-18	6	1	7
19-21	7	1	8

KP7			
Post Partum			
Couplets	Rns	Nny	
10-13	4	1	
14-15	5	1	
16-18	6	1	
19-21	7	1	

KPS/EE					
Postpartum/Antepartum					
Census	RNs	KPS Nny	Charge	Total Rns	
10-12	4	1	1	6	
13-15	5	1	1	7	
16-17	6	1	1	8	
18-20	7	1	1	9	
21-24	8	1	1	10	
25-28	9	1	1	11	
*Patients requiring Magnesium Sulfate may require increased monitoring. KPGE has 2 RNs at all times when open.					

L&D				
Labor and Delivery				
Births/Day	Ante/L&D/OR/PACU Day/Nights	Triage	Charge without assignment	Total
15-30+	19/18	2	1	23/20
3+ scheduled ORs 24 nurses per day shift				

Union Proposed Staffing Plan

GP 7 Center							
NYSNA			1199				
Census	Charge RN	RN Ratio (1:4)	SHIFT	PCA (1:8)	BA	SHIFT	NA
17-21	1	7	0700-1500	4	1	0700-2000	
22-26	1	8	1500-2300	4	1	2000-0800	
27-31	1	9	2300-0700	4	1		
32-36	1	10					
*Staffing ratio must be maintained during break coverage							
**PCA/NA coverage per shift will be increased to accomodate 1:1's							

Potential Variations to Staffing

GP 7 Center
Med/Surg
Forseeable
Unforseeable

Management Proposed Staffing Plan

GP 7 Center	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
17-21	7
22-26	8
27-31	9
32-36	10
Notes: 3 PCAs per shift with a census of 36. Bas 1 per days & evening. Charge nurse with or without an assignment. *Patient population: Telemetry/Heart Failure/VAD/Post Cath-EP. ** No hallway patients on this unit.	

Current RN Grid

GP 7 Center	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
17-21	7
22-26	8
27-31	9
32-36	10
*Patient population: Telemetry/Heart Failure/VAD/Post Cath-EP. ** No hallway patients on this unit.	

GP 7 East							
NYSNA			1199				
Census	Charge RN	RN Ratio (1:4)	SHIFT	PCA	BA	SHIFT	NA
17-21	1	7	0700-1500	5	1	0700-2000	2
22-26	1	8	1500-2300	5	1	2000-0800	2
27-31	1	9	2300-0700	5	1		
32-35	1	10					
*Staffing ratio must be maintained during break coverage							
**PCA/NA coverage per shift will be increased to accomodate 1:1's							

GP 7 East
Med/Surg
Forseeable
Unforseeable

GP 7 East	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
17-21	7
22-26	8
27-31	9
32-35	10
PCA: 3 PCAs per shift for a maximum census 35. 1 BA days/evenings Charge nurse with or without an assignment. *Patient population: Telemetry, Post Cath/EP, Post CDICU. *No Hallway Patients on this unit.	

GP 7 East	
Med/Surg	
Projected Pt. Census	RN (total incl Charge)
17-21	7
22-26	8
27-31	9
32-36	10
*Patient population: Telemetry, Post Cath/EP, Post CDICU. *No Hallway Patients on this unit.	

Union Proposed Staffing Plan							
GP 5 West *approved by 1199-NYSNA (note construction on this unit)							
NYSNA			1199				
Census	Charge RN	RN Ratio (1:2)	SHIFT	PCA	BA	SHIFT	NA
5 to 6	1	4	0700-1500	2	2	0700-1500	1
7 to 8	1	5	1500-2300	2	1	1500-2300	1
9	1	6	2300-0700	2	1	2300-0700	1
10 to 11	1	7					
12	1	8					
13-14	1	9					
15 -17	1	10					
*Staffing ratio must be maintained during break coverage							
**PCA/NA coverage per shift will be increased to accomodate 1:1's							

5 West
Unit Type
Forseeable
Unforseeable

5 West	
ICU	
Projected Pt. Census	RN (total incl Charge)
5-6	4
7-8	5
9	6
10-11	7
12	8
13-14	9
15-17	10
Notes: 2 Nas per shift for a census of 17. 1 Ba on days and evenings. Notes: The grid includes one charge RN with no patients for each shift. There are no hallway patients. The grid does not accommodate for or include: acuity, admissions/rapid responses, emergencies, break/meal coverage, or 1:1 assignments. This grid is for minimal unit staffing and may be added to for patient	

5 West	
ICU	
Projected Pt. Census	RN
5-6	4
7-8	5
9	6
10-11	7
12	8
13-14	9
Notes: The grid includesone charge RN with no patients for each shift. There are no hallway patients. The grid does not accommodate for or include: acuity, admissions/rapid responses, emergencies, break/meal coverage, or 1:1 assignments. This grid is for minimal unit staffing and may be added to for patient	

Neuro Surgical Intensive Care Unit *1199-NYSNA approved					
NYSNA			1199		
Census	Charge RN	RN Ratio (1:2)	SHIFT	PCA/NA	BA
7 to 8	1	5	0700-1500	3	2
9	1	6	1500-2300	3	1
10	1	7	2300-0700	3	1
11 to 12	1	8			
13	1	9			
14-16	1	10			
17-18	1	11			
*Staffing ratio must be maintained during break coverage					
**PCA/NA coverage per shift will be increased to accomodate 1:1's					

NSICU
ICU
Forseeable
Unforseeable

NSICU	
ICU	
Projected Pt. Census	RN (total incl Charge)
6-8	5
9	6
10	7
11-12	8
13	9
14-16	10
17-18	11
2 Nas per shift for a census of 18. 2 Bas on days and evenings due to being a non contiguous unit. This grid includes one charge RN with no patients for each shift and a transport nurse on day shift. There are no hallway patients. The grid not accommodate for or include: acuity, admissions/rapid responses, emergencies, break/meal coverage, or 1:1 assignments, This grid is for minimal unit staffing and may be added to for patient.	

NSICU	
ICU	
Projected Pt. Census	RN
6-8	5
9	6
10	7
11-12	8
14-16	9
17-18	10
Notes: This grid includes one charge RN with no patients for each shift and a transport nurse on day shift. There are no hallway patients. The grid not accommodate for or include: acuity, admissions/rapid responses, emergencies, break/meal coverage, or 1:1 assignments, This grid is for minimal unit staffing and may be added to for patient.	

Union Proposed Staffing Plan

Potential Variations to Staffing

Management Proposed Staffing Plan

Current RN Grid

GP 6C/6E Surgical ICU/Transplant ICU *1199-NYSNA approved					
NYSNA			1199		
Census	Charge RN	RN Ratio (1:2)	SHIFT	NA	BA
15-18	1	14	0700-1500	4	1
19-20	1	16	1500-2300	4	1
21-22	1	18	2300-0700	4	1
23-24	1	20			
25-26	1	21			
*Staffing ratio must be maintained during break coverage					
**PCA/NA coverage per shift will be increased to accomodate 1:1's					

SICU/TICU
SICU
Forseeable
Unforseeable

SICU/TICU	
SICU	
Projected Pt. Census	RN (total incl Charge)
15-18	14
19-20	16
21-22	18
23-24	20
25-26	21
Notes:4 Nas per shift (2 each unit). 2 Bas per days and evenings (1 each unit). This is a non contiguous unit. This grid includes one charge RN with no patients for each shift and a transport nurse on day shift. There are no hallway patients. The grid not accommodate for or include: acuity, admissions/rapid responses, emergencies, break/meal coverage, or 1:1 assignments, This grid is for minimal unit staffing and may be added to for patient.	

SICU/TICU	
ICU	
Projected Pt. Census	RN
15-18	14
19-20	16
21-22	18
23-24	20
25-26	21
This grid includes one charge RN with no patients for each shift and a transport nurse on day shift. There are no hallway patients. The grid not accommodate for or include: acuity, admissions/rapid responses, emergencies, break/meal coverage, or 1:1 assignments, This grid is for minimal unit staffing and may be added to for patient.	

GP 9 Center *approved by 1199-NYSNA							
NYSNA			1199				
Census	Charge RN	RN Ratio (1:3)	SHIFT	PCA	BA	SHIFT	NA
15-17	1	6	0700-1500	4	1	0700-2000	1
18-20	1	7	1500-2300	4	1	2000-0800	1
21-23	1	8	2300-0700	4	1		
24-26	1	9					
27-29	1	10					
30-32	1	11					
33-34	1	12					
*Staffing ratio must be maintained during break coverage							
**PCA/NA coverage per shift will be increased to accomodate 1:1's							

9C
Transplant
Forseeable
Unforseeable

9C	
Transplant	
Projected Pt. Census	RN (total incl Charge)
15-17	6
18-20	7
21-23	8
24-26	9
27-29	10
30-32	11
33-34	12
4 PCAs per shift with a census of 34 and 1 BA on day and evening shifts. Charge nurse with or without an assignment.	

9C	
Transplant	
Projected Pt. Census	RN
15-17	6
18-20	7
21-23	8
24-26	9
27-29	10
30-32	11
33-34	12
Notes:	

Union Proposed Staffing Plan

GP 9 West/MPCU *1199-NYSNA approved							
NYSNA				1199			
Census	Charge RN	RN Ratio (1:2)	Total #RNs	SHIFT	PCA	BA	
15-17	1	6		7	0700-1500	5	1
18-20	1	7		8	1500-2300	5	1
21-22	1	8		9	2300-0700	5	1
23-24	1	9		10			
25-27	1	10		11			
28-29	1	11		12			
30-31	1	12		13			
32-34	1	13		14			
*Staffing ratio must be maintained during break coverage							
**PCA/NA coverage per shift will be increased to accomodate 1:1's							

GP 8 West							
NYSNA			1199				
Census	Charge RN	RN Ratio (1:3)	SHIFT	PCA	BA	SHIFT	NA
15-18	1	6	0700-1500	5	1	0700-2000	
19-21	1	7	1500-2300	5	1	2000-0800	
22-24	1	8	2300-0700	5	1		
25-27	1	9					
28-31	1	10					
32-34	1	11					
*Staffing ratio must be maintained during break coverage							
**PCA/NA coverage per shift will be increased to accomodate 1:1's							

Potential Variations to Staffing

9W
Stepdown
Forseeable
Unforseeable

8W
Stroke
Forseeable
Unforseeable

Management Proposed Staffing Plan

9W	
Stepdown	
Projected Pt. Census	RN
15-17	7
18-20	8
21-22	9
23-24	10
25-27	11
28-29	12
30-31	13
32-34	14
4 PCAs per shift 1 BA on days 1 on evenings. Charge nurse without an assignment included in the numbers above.	

8W	
Stroke	
Projected Pt. Census	RN (total incl Charge)
15-18	6
19-21	7
22-24	8
25-27	9
28-31	10
32-34	11
Notes:5 PCAs per shift. 1 Ba for Days and evenings. Grid includes one Charge RN with no patient for each shift. There are no hallway patients. This grid does not accommodate for or include: acuity, admissions/rapid responses, emergencies, break/meal coverage, or 1:1 assignments. This grid if for minimal unit staffing and may be added to for patient care.	

Current RN Grid

9W	
Stepdown	
Projected Pt. Census	RN
15-17	7
18-20	8
21-22	9
23-24	10
25-27	11
28-29	12
30-31	13
32-34	14
Notes: Charge nurse without an assignment included in the numbers above	

8W	
Stroke	
Projected Pt. Census	RN
15-18	6
19-21	7
22-24	8
25-27	9
28-31	10
32-34	11
Grid includes one Charge RN with no patient for each shift. There are no hallway patients. This grid does not accommodate for or include: acuity, admissions/rapid responses, emergencies, break/meal coverage, or 1:1 assignments. This grid if for minimal unit staffing and may be added to for patient care.	

