

Niagara Falls Memorial Medical Center/SEIU Staffing Ratios Plan
(PEI-574) Staffing Legislation NY DOH Public Health Law 2805-t

Ratios are determined for twenty-four hours based on clinical minimal staffing needs per unit and average daily patient volumes. Flexible staff resource adjustments are determined by increased or decreased volume and/or increased or decreased patient acuity.

Intensive Care Unit		Monitor Tech	Pt. Care Assistant	Flex
Average Volume	Nurses			
7	10 Charge & 4 Day Charge & 4 Night	2 1 Day 1 Evening	5 2 Days 2 Evening	Charge RN take assignment Add RN Volunteer call-in

Maternity		Nursery	Secretary	Pt. Care Assistant	Flex
Average Volume	Nurses				
2	8 Charge RN-OB checks Labor RN Delivery Post-Partum Post Delivery	2 1 RN Day 1 RN Night at Birth	1 Day	1 Day	Add RN Volunteer call-in

Psychiatry A3/A2		Behavioral Health Techs	Unit Clerk & Activity Coordinator	Social Work	Pharmacist	Flex
Average Volume	Nurses					
28	10 Day: Charge & 5 (Charge does not take an assignment) Night: Charge and 3 (Charge takes an assignment)	9 Day: 5 BHT Night: 4 BHT	2 Unit Clerk: Day/Evening 2 Activity Coordinators Days: 1 Monday Friday 1 Per Diem Nights	Day 3	Day 1 Pharmacist Night Pharmacist Available Volunteer RN call-in Volunteer BHT call-in	Add Add

Surgical Services		Surgical Tech	Anesthesia Tech	Supply Coordinator	Pt. Care Assistant	Secretary	Flex
Average Volume	Nurses						
10	Days Charge & OR	Days 5 ST's OR	Days Evening per diem 1 ST	Days 1	Days	Days	RN & ST staffing adjusted per case type and anesthesia type On- call RN & ST as needed

Pre-Op/Pre-An/PACU		Pre-An/Phase 2	PACU Phase 1	Flex
Average Volume	Pre-O			
10	Days 2 RNs	Days 6 RNs	Days 2 RNs	RN staffing adjusted per volume & Patient acuity

Emergency Department		Nurses		Patient Partner		Pt. Care Assistant		Unit Clerk		Flex	
Average Volume	75	Charge & 6 RNs 6 RNs/24 hrs. include: 1 RN: Triage Fast track 10:00am-10:30pm 1 RN: Triage 10am- pm	3	1 7:00am-3:00pm 1 3:00pm-11:00pm 1 11:00pm-7:00am	7	2 7:00am-3:00pm 3 3:00pm-11:00pm 2 11:00pm-7:00am	3	1 7:00am-3:00pm	RN staffing adjustment per surge volume, observation, admission holds and social placements. RN Volunteer call-in.		

Psychiatric Emergency Department		Behavior Health Techs		Flex	
Average Volume	6	Nurses Charge & 1 (charge takes an assignment) Days 2 RNs Nights 2 RNs	6	Days 2 BHT's Evenings 2 BHT's Nights 2 BHT's	Adjusted per observation, increased volumes and increased patient acuity. May Add Volunteer RN call-in May Add Volunteer BHT call-in

Telemetry Unit		Monitor Tech		Pt. Care Assistant		Flex	
Average Volume	25	Nurses 12 RNs Day & Night Charge & 5 RNs (Charge takes an assignment when monitor tech available)	3	1 7:00am-3:00pm 1 3:00pm-11:00pm 1 11:00pm-7:00am	9	4 7:00am-3:00pm 3 3:00pm-11:00pm 2 11:00pm-7:00am	Pharmacist available Add Volunteer RN call-in Add Volunteer PCA call-in

Medical Surgical		Pt. Care Assistant		Unit Clerk		Flex	
Average Volume	12	Nurses 6 RNs Day & Night Charge & 2 RNs (Charge takes an assignment)	9 PCAs	4 7:00am-3:00pm 3 3:00pm-11:00pm 2 11:00pm-7:00am	2	1 7:00am-3:00pm 1 3:00pm-11:00pm	Pharmacist Available Add Volunteer RN call-in Add Volunteer PCA call-in

Gastroenterology		Nurses		Flex		
Average Volume	10	4 to 1 get ready 2 to 1 Post-op 2 in procedure room	RN staffing adjusted per volume			

Pre Admission Testing		Tech		Anesthesia Tech		Pt. Care Assistant		Supply Coordinator		Secretary		Flex	
Average Volume	6	Nurses 1 to 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Outpatient Behavioral Health		Nurses		Flex		
Average Volume	170 Sessions/110 injections	1 to 1				

Wound Care Center		Nurses 1 to 1		Flex	
Average Volume	464				
Roswell		Nurses 1 to 1		Flex	
Average Volume	27				
CATH LAB		RN	RT	Flex	
Average Daily Volume	3	3-FT 1-PT	2-FT 1-PD	RN charge works in holding 2 RN holding/ 2 RN in Lab/ 1 RT in Lab	
STRESS LAB		RN	EKG	Flex	
Average Daily Volume	6	2-PT	2-FT 1-PT	NUC 1-FT 2-PT	
Interv Radiology		RN	Flex	Cath Lab RN	
Average Daily Volume	4	3-PT			

Approved by:

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Date:

8/14/23

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Date:

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Date:

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Josephine Harris, Director Human Resources:



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