

PFI-0678. Name: F.F. Thompson Hospital

Pursuant with New York State Public Health Law (NYS PHL) section 2805-t, F.F. Thompson Hospital convened a safe staffing committee to address the requirements of the law. The committee is comprised bedside clinical staff and leadership, including the CFO and CNO. The committee convened on August 9, 2021 and met monthly until the staffing plan was approved. Clinical nurses within each clinical unit were identified by their peers to participate in the Safe Staffing Committee. They, along with their Director, developed a staffing plan unique to their unit's needs, available benchmarks and evidence-based guidelines. These plans were submitted to the committee for review. The staffing plan was approved on June 13, 2022 and will be implemented January 1, 2023. The plan will be reviewed annually and adjustments made, if required.

Considerations for the staffing plan included: case mix, geography, acuity of the patient, skill mix of the nursing staff, and the support staff needed to ensure safe patient care. Registered Nurses (RNs) direct patient care supported predominantly by Patient Care Technicians (PCTs). Care rendered by LPNs or PCTs is under the direct supervision of the RN in accordance with NYS regulations.

Grievance Process

The safe staffing committee will continue to meet monthly. The adverse event reporting system includes an event type for staffing concerns. All staffing concerns will be reported through the event reporting system and reviewed by the safe staffing committee on a monthly basis with next steps and feedback provided to the staff member or members raising the concern.

Medical Surgical Units

There are 3 medical surgical units each managing a population of patients with diverse medical diagnosis, including, but not limited to: stroke, COPD, CHF, diabetes mellitus, pneumonia, acute and chronic kidney disease, cardiac conditions, and patients awaiting placement. In addition, surgical patients, including, but not limited to: orthopedics, general surgery, vascular surgery, GYN, neurological (spine) surgery, and urologic surgery.

Observation unit

The observation unit manages a population of patients requiring up to 23-hours of care. Care is rendered by RNs with PCT support.

Critical Care

The intensive care unit is a purpose built 12 bedded unit. Nursing care is rendered by RNs supported by PCTs. The intensive care unit manages high acuity medical and surgical patients. The nurse to patient ratio supports a minimum of 12 hours of care per patient day for ICU level patients. There is no intermediate care unit at F.F. Thompson. The nurse to patient ratio may be adjusted in circumstances where the patient mix includes intermediate care or medical surgical patients waiting to transfer to a medical surgical unit.

Mother Baby

The birthing center model of care is LDRP, with a level 1 nursery. Care is rendered by RNs with support from LPN/Scrub technicians. The staffing model was developed using national guidelines and review of the patient acuity and various roles RNs fulfill in the LDRP model.

Emergency Medicine

The emergency department manages patients according to the ASI levels 1-5 and national guidelines. The staffing plan considers the ebb and flow of patient census during the day with additional staffing support during the middle of the day when census is highest. Care is rendered by registered nurses supported by emergency care technicians.

Unit	Unit Type	Bed Capacity	Minimum Staffing/Shift	RN	LPN	PCT	Unit Secretary	Unit Support Staff
2 West	Medical Surgical	21	7a-7:30p	5		3	1	
			7p-7:30a	3		3	1 (until 11p)	
3 East	Medical Surgical	21	7a-7:30p	5		3	1	
			7p-7:30a	3 or 2 RN and 1 LPN		3	1 (until 11p)	
3 West	Medical Surgical	21	7a-7:30p	5		3	1	
			7p-7:30a	3		3	1 (until 11p)	
Observation	Medical Surgical Observation	12	7a-7:30p	2		1	1	
			7p-7:30a	2		1		
Critical Care	Intensive Care	12	7a-7:30p	6		1	1	1 RT
			7p-7:30a	6		1		1 RT
Mother Baby	LDRP with Level 1 nursery	12	7a-7:30p	4	1 LPN or 1 Scrub tech			+ RN on call
			7p-7:30a	4	1 LPN or 1 Scrub tech			+RN on call
Emergency Medicine	Emergency	24	7a-11:30a	5		4		
			11:30a-12 MN	7		5		
			12MN-7:30a	5		3		

Each unit will publicly post their staffing plan by shift on their unit. Compliance with the plan will be reviewed monthly and clinical quality data will be reviewed quarterly at the safe staffing committee. All data requirements will be submitted to the NYS Department of Health in accordance with the regulations.