

Maimonides Midwood Community Hospital Staffing Guidelines

Summary

Maimonides Midwood Community Hospital is a non-profit acute care hospital located in the Midwood section of Brooklyn. The inpatient services consist of 107 medical and surgical care beds, 7 Intensive Care Unit (ICU) bed and 12 Progressive Care Unit (PCU) beds throughout the facility. MMCH provides IV team, EKG team, Phlebotomy team, better than most city ratios for PCA/CNA and does not place ventilator patients on the floor that reduces the burden on the staff. Due to the low volume of complex cases and surgeries performed, the medical acuity of patients and case mix index (CMI) have been moderate to low. These factors, in addition to the ongoing challenges with health care reimbursement from managed care payors, federal/state programs, grant funding and the continued rising costs of equipment, services and materials are some of the major contributing factors the facility takes into consideration when determining and assessing staffing levels across the entire institution.

ICU

- **RN-** The ICU consists of 7 beds with an ADC of 5.08. The total FTE count is 17.0, which includes 8.4 day and 8.6-night FTE's. The average staffing ratio of 1:2 is based on the ADC.
- **PCA-** The total FTE count is 4.2, which includes 1.4 day 1.4 evenings and 1.4-night FTE's. The staffing is 1 PCA/CNA per shift.

PCU

- **RN-** The PCU consists of 12 beds with an ADC of 8.93. The total FTE count is 22.8, which includes 11.6 day and 11.2-night FTE's. The average staffing ratio of 1:3 is based on the ADC.
- **PCA-** The agreed total FTE count is 8.4, which includes day 3.28 evenings and 3.28-night FTE's. 2 PCA's per shift. The agreed union and management staffing is 2 PCA/CNA per shift.

2nd Floor

- **RN-** The second floor consists of 41 medical/surgical beds with an ADC of 28.68. The total FTE count is 27.2, which includes 13.6 day and 13.6 -night FTE's. The average staffing ratio of 1:7 is based on the ADC.
- **CNA-** The total FTE count is 22.2, which includes 8 day, 7.4 evening and 6.8-night FTE's. The average staffing ratio of 1:7 is based on the ADC.
- **NSA-** The total FTE count is 2.8, which includes 1.4 day and 1.4 evenings FTE's. The staffing is 1 NSA for the day and evening shift.

3rd Floor

- **RN-** The third floor consists of 41 medical/surgical beds with an ADC of 30.68. The total FTE count is 26.6, which includes 13.4 day and 13.2-night FTE's. The average staffing ratio of 1:7 is based on the ADC.
- **CNA-** The total FTE count is 21.4, which includes 8.0 day, 7.0 evening and 6.4-night FTE's. The union and management average staffing ratio of 1:7 is based on the ADC.
- **NSA-** The total FTE count is 2.4, which includes 1.4 day and 1.4 evenings FTE's. The staffing is 1 NSA for the day and 1 evening shift.

4th Floor

- **RN**- The fourth floor consists of 25 medical/surgical beds with an ADC of 19.86. The total FTE count is 17.2, which includes 8.6 day and 8.6-night FTE's. The union and management average staffing ratio of 1:7 is based on the ADC.
- **CNA**- The total FTE count is 13.2, which includes 4.4 FTE day, 5FTE evening and 3.8-night FTE's. The union and management average staffing ratio of 1:7 is based on the ADC.
- **NSA**- The total FTE count is 2.8, which includes 1.4 FTE's day and 1.4 evenings FTE's. The union and management staffing is 1 NSA for the day and evening shift.

Emergency Department

- **RN**- The ED consists of 29 bays and 7 fast track chairs. The total FTE count is 39.38, which includes 2.84 Charge FTE's days and 2.84 nights, 2.84 Triage FTE's days and 2.84 nights, 11.37 Staff RN FTE's day, 11.37 FTE's nights and 2.84 flex shift. The fast track consists of 2.4 FTE's. The agreed union and management staffing is 1 Charge RN for the day shift and night shift. 1 Triage RN for day shift and night shift. 4 RN's day shift and night shift and 1 RN on the flex shift. Year to date (Jan to Oct) of 2023 the ED had 17,011 visits.
- **CNA/ PCA**- The total FTE count is 11.14, which includes 4.0 day 4.4 evenings and 3.0-night FTE's. The agreed union and management staffing is 3 PCA/CNA for day and evening and 2 PCA's for the night shift.
- **NSA**- The total FTE count is 4.93, which includes 1.4 day and 1.4 evenings and 1.4-night FTE's. The union and management staffing is 1 NSA for the day, evening, and night shift.

Perioperative Care

Presurgical Testing

- **RN**- The PST agreed total FTE count is 2.75. The agreed union and management staffing 3 RN's on the day shift.
- **PCA**- The agreed total FTE count is 1. The agreed union and management staffing is 1 PCA for the day shift.
- **NSA**- The agreed total FTE count is 1. The agreed union and management staffing is 1 NSA for the day shift.

Ambulatory Surgery (ASU)

- **RN**- The ASU agreed total FTE count is 7.5, which consists of 5.5 FTE day and 2 FTE evenings. The agreed union and management staffing is 6 RN days and 2 RN on the evening shift.
- **PCA**- The agreed total FTE count is 1. The agreed union and management staffing is 1 PCA for the day shift.
- **Scheduler**- The agreed total FTE count is 1. The agreed union and management staffing is 1 Scheduler for the day shift.

Operating Room

- **RN**- The OR agreed total FTE count is 14, which consists of 11 FTE day and 3 FTE evenings. The agreed union and management staffing is 12 RN days and 3 RN on the evening shift.
- **Surgical Tech**- The OR agreed total FTE count is 9, which consists of 6 FTE day and 3 FTE evenings. The agreed union and management staffing is 6 ST days and 3 ST on the evening shift.
- **POSA**- The OR agreed total FTE count is 5, which consists of 2 FTE day and 3 FTE evenings. The agreed union and management staffing is 2 POSA's days and 3 POSA's on the evening shift.
- **CSP**- The agreed total FTE count is 3. The agreed union and management staffing is 3 CSP Techs for the day.
- **Inside OR Aid**- The OR agreed total FTE count is 3, which consists of 2 FTE days and 1 FTE evenings. The agreed union and management staffing is 2 Aids days and 1 Aid on the evening shift.
- **Scheduler**- The agreed total FTE count is 1. The agreed union and management staffing is 1 Scheduler for the day shift.

Post Anesthesia Care Unit

- **RN**- The PACU agreed total FTE count is 7.95, which consists of 5.49 FTE day and 2.46 FTE evenings. The agreed union and management staffing is 5 RN days and 2 RN on the evening shift.

Infusion Center:

- **RN**- This brand new state of the art infusion center opened in March of 2023, the infusion center provides infusion of intravenous chemotherapy, vitamins and etc. The agreed total FTE count is 5.50, the infusion department is open from 9am to 5pm Monday to Friday. The agreed union and management staffing is 5 RN's.
- **Medical Assistant**: The agreed total FTE count is 3. The agreed union and management staffing is 3 MA's per day.
- **NSA/Clerical**: The agreed total FTE count is 3. The agreed union and management staffing is 3 NA's per day.

Interventional Radiology:

- **RN**- This brand-new program in collaboration with Maimonides medical Center to provide IR care to MMCH patients. The agreed total FTE count is 2, the IR department is open from 9am to 5pm Monday - Friday. The agreed union and management staffing is 2 RN's per day. Currently the volume for IR is very low, less than 20 patients per week.

Chief Nursing Office and Vice President
Boris Molchanskiy DNP

Molchanskiy, Boris

Signature

07/01/2024

Date

