

NYS Staffing Committee Grid CONEY ISLAND HOSPITAL

CI					RN		Nursing Support			BHA			HN			Clerical		
Dept Name	Service	Functional Service	Physical Bed Count	ADC	Shift 1 Ratio	Shift 2 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio
CI IP MEGE MED/SURG	Med/Surg	Med/Surg	12.0	EPIC	1 : 6	1 : 6	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		N/A	1 : Unit	N/A
CI IP MEGW MED/SURG	Med/Surg	Med/Surg	27.0	EPIC	1 : 6	1 : 6	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		1 : Unit	1 : Unit	1 : Unit
		Stroke		53% of ADC	1 : 4	1 : 4												
CI IP ME7E MED/SURG	Med/Surg	Med/Surg	26.0	EPIC	1 : 6	1 : 6	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		N/A	1 : Unit	1 : Unit
CI IP M3TE MED/SURG	Med/Surg	Med/Surg	24.0	EPIC	1 : 6	1 : 6	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		N/A	1 : Unit	1 : Unit
CI IP M3TW MED/SURG	Med/Surg	Med/Surg	18.0	EPIC	1 : 6	1 : 6	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		N/A	1 : Unit	1 : Unit
CI IP M4TE MED/SURG	Stepdown	Stepdown	24.0	EPIC	1 : 4	1 : 4	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		1 : Unit	1 : Unit	1 : Unit
CI IP M4TW MED/SURG	Stepdown	Stepdown	18.0	EPIC	1 : 4	1 : 4	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		1 : Unit	1 : Unit	1 : Unit
CI IP MS6T MED/SURG	Med/Surg	Med/Surg	18.0	EPIC	1 : 6	1 : 6	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		N/A	1 : Unit	1 : Unit
CI IP MS8T MED/SURG	Med/Surg	Med/Surg	20.0	EPIC	1 : 6	1 : 6	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		N/A	1 : Unit	1 : Unit
CI IP CC6T CCU	ICU	ICU	9.0	EPIC	1 : 2	1 : 2	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		1 : Unit	1 : Unit	1 : Unit
CI IP MI7T MICU	ICU	ICU	14.0	EPIC	1 : 2	1 : 2	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		1 : Unit	1 : Unit	1 : Unit
CI IP SI7T SICU	ICU	ICU	10.0	EPIC	1 : 2	1 : 2	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		1 : Unit	1 : Unit	1 : Unit
CI IP SD7T STEP DOWN	Stepdown	Stepdown	4.0	EPIC	1 : 4	1 : 4												
CI IP CR6T CRU	Stepdown	Stepdown	5.0	EPIC	1 : 4	1 : 4	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		0.0		N/A	N/A	N/A
CI IP P8ET PEDS	Mat/Child	Mat/Child	9.0	EPIC	Closed	Closed	Closed	Closed	Closed	Closed	Closed	Closed	Closed	Closed	Closed	Closed	Closed	Closed
CI IP OB8T MOTHER/BABY	Mat/Child	Mat/Child	14.0	EPIC	1 : 3	1 : 3	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		N/A	1 : Unit	1 : Unit
CI IP SP8T NICU	Mat/Child	Mat/Child	14.0	EPIC	1 : 2	1 : 2	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A		1 : Unit		N/A	1 : Unit	N/A
CI IPP PSY3 PSYCH	BH	BH	32.0	EPIC	1 : 7	1 : 7	2 : Unit	2 : Unit	2 : Unit	2 : Unit	2 : Unit	2 : Unit		1 : Unit		N/A	1 : Unit	1 : Unit
CI IPP PSY5 PSYCH	BH	BH	32.0	EPIC	1 : 7	1 : 7	2 : Unit	2 : Unit	2 : Unit	2 : Unit	2 : Unit	2 : Unit		1 : Unit		N/A	1 : Unit	1 : Unit
CI IP LABOR & DLVRY	L&D	Labor and Delivery		EPIC	1 : 2	1 : 2	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A						
FLOAT POOL	Other	Other	N/A	N/A	N/A	N/A	4 : Shift	4 : Shift	4 : Shift	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A
WOUND CARE	Other	Other	N/A	N/A	1 : Shift	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A
OVERNIGHT CLERICAL	Other	Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A
CI IPP 1 to 1 Patient Coverage Pool	Staff Pool	1 to 1 Patient Coverage Assignments	N/A	EPIC	N/A	N/A	1 : 1 **	1 : 1 **	1 : 1 **	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A

Nursing Support Titles
 PCA
 PCT
 PSHT
 Nurses Aide

NYS Staffing Committee Grid CONEY ISLAND HOSPITAL

Adult Emergency Department

		RN		Nursing Support			BHA			Sitter		
		Shift 1 Ratio	Shift 2 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio
Applies to All Adult Emergency Departments	ESI 1	1 : 1	1 : 1	1 : 12	1 : 12	1 : 12	2 : Unit	2 : Unit	2 : Unit	3 : Unit	3 : Unit	3 : Unit
	ESI 2	1 : 2	1 : 2									
	ESI 3	1 : 5	1 : 5									
	ESI 4 + 5	1 : 8	1 : 8									

Ratio does not change based on ESI

PEDs Emergency Department

		RN		Nursing Support			BHA			Sitter		
		Shift 1 Ratio	Shift 2 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio
Applies to All PEDs Emergency Departments	ESI 1	1 : 1	1 : 1	1 : 12	1 : 12	1 : 12	N/A	N/A	N/A	N/A	N/A	N/A
	ESI 2	1 : 2	1 : 2									
	ESI 3	1 : 5	1 : 5									
	ESI 4 + 5	1 : 8	1 : 8									

Ratio does not change based on ESI

Psychiatric Emergency Department

		RN		Nursing Support			BHA			Sitter		
		Shift 1 Ratio	Shift 2 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio
	ESI 1											
	ESI 2											
	ESI 3											
	ESI 4 + 5											

Ratio does not change based on ESI

CPEP

		RN		Nursing Support			BHA			Sitter		
		Shift 1 Ratio	Shift 2 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio
	ESI 1											
	ESI 2											
	ESI 3											
	ESI 4 + 5											

Ratio does not change based on ESI

- Nursing Support Titles
 PCA
 PCT
 PSHT
 Nurses Aide

NYS Staffing Committee Grid CONEY ISLAND HOSPITAL

Operating Room

RN		Surgical Tech			Nursing Support		
Shift 1 Ratio	Shift 2 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio	Shift 1 Ratio	Shift 2 Ratio	Shift 3 Ratio
1 : 1	1 : 1	1 : 1	1 : 1	1 : 1	N/A	N/A	N/A

Operating Room

Nursing Support Titles

PCA

PCT

PSHT

Nurses Aide

Staffing Comments by the Unions

DC 37 Local 420 and Local 1549, along with our NYSNA sisters and brothers, support the staffing figures outlined below. The safe staffing legislation is about providing safe patient care by providing sufficient staff. The safe staffing legislation is about ensuring that the staff have a safe workplace. The safe staffing legislation is about ensuring that the experience that the patients have is the best possible one, where they get the excellent care and attention, which will be reflected in better health outcomes and better overall HCAPS scores.

- * In order to provide safe care for patients with bedsores, fall risks, diabetes, multiple medications, just to name a few, we need to ensure that each patient is getting the appropriate attention.
- * A 7-hour day for a PCA equals 420 minutes. With 12 patients, that equals 35 minutes per patient per day, which is not enough to safely take care of all the patients' needs and do the necessary documentation.
- * At 1:8 ratio, which is what the unions supports, it equals 52 minutes per day. Since patients need to be seen several times a day, and some patients take much more time than others, this is a much better ratio. Another example is that when patients need to be transferred from one bed to another, it takes two people and staff are often waiting for assistance which delays seeing to the needs of everyone else.

HH staff have endured short staffing for many years and pushed back against it with no success. The safe staffing legislation was not passed for several years after introduction. NYSNA was able to achieve staffing ratios in their most recent collective bargaining agreement while simultaneously pursuing the legislation. The pandemic exposed to the world the critical need for safe staffing at all levels, not just nurses.

Together with our management partners we are able to turn a crisis into an opportunity. We can establish true safe staffing ratios in our in-patient units that will lead to better health outcomes and a safer workplace.

CONEY ISLAND

- * Nursing Support staffing in Med/Surg/ other inpatient units the union supports a staffing ratio of 1:8 per unit per tour for PCA/PCT/Nurse Aides, not the formula of 1:12 proposed by HH for all of the reasons above.
- * Behavioral Health - the Union supports 4 BHA's per unit per tour, not 2 per unit per tour. Each of these Adult Psych units have a bed count of up to 32 patients. We understand that the plan would be to add a BHA when the count goes to 13 per BHA, for example if there were 14 patients, however we still do not agree that this is sufficient staffing at a 1:12 level due to the significant safety concerns presented by the adult psych patients.
- * Clerical - The Union supports the 1 Clerical per Tour 2 and Tour 3 and the overnight float pool of 7, which we acknowledge is an increase from initial proposal. Consensus.
- * Emergency Department - The Union recommends 3 BHA per tour in the Adult ED rather than 2 in HH proposal and a PCA ratio of 1:8.
- * Pediatric Emergency Department - 1:8 PCA ratio
- * Operating Room - consensus - 1:1 Surgical Tech.

Moira Dolan
Sr. Assistant Director
Research & Negotiations
DC 37, AFSCME
212-815-7507

Management Responses to NY State Department of Health

NYC Health + Hospitals/Coney Island was not able to come to consensus with frontline staff on Nursing Support ratios. Nursing Support include Patient Care Associates (PCAs), Patient Care Technicians (PCTs), Psychiatric Social Health Technician (PSHTs), and Nurses Aides. The essential role performed by our Nursing Support team includes vital signs, weight, intake and output, assisting patients with activities of daily living such as feeding and toileting, and documentation of care rendered.

Our proposal for Nursing Support ratios is one nursing support person to every twelve patients. The rationale behind the 1:12 nursing support ratio is:

- The staffing studies and literature support a 1:12 ratio.
 - The most robust [study](#) of RNs and supporting frontline staff supported a model of two non-RN nursing personnel for every 25 patients, equating to a 1:12.5 ratio.
 - The Healthforce Center at the University of California San Francisco published a [Health Workforce Baseline and Surge Ratio](#) chart based on the “best available literature” and crowd sourced information on March 21, 2020. They also endorsed a 1:12 nursing support ratio where the RN ratio is 1:6, as it is in all of our med/surge units, with Stepdown, ICU and other critical care units 1:2-1:4.
- Our RN ratios are robust.
 - As noted in the plan, all RN ratios were agreed upon by both frontline staff and management alike.
 - At Coney Island Hospital, RNs and nursing support work as a team with one another. By ensuring that RN ratios are robust, our model enables RNs to step in and help nursing support staff during times when they are at a 1:12 ratio.
 - In the same [study](#) as cited above, “The effect of substituting one nurse assistant for one professional nurse to care for every 25 patients thus reducing the skill mix from 66.7% to 50%, or by 16.7% would be to increase the odds on mortality by 21%.”
 - Coney Island Hospital is committed to ensuring that nursing support staff do not exceed twelve patients at a time by building a robust nursing support pool.
 - The pool will be prepared to address any unforeseen surges and ensure that one to one coverage does not impact nursing support assigned to units.
 - Our review of the average daily census and bed count at the units in our hospital indicate that nursing support staff will often have fewer than twelve patients.

Behavioral Health Associates (BHAs) at Coney Island Hospital work primarily in behavioral health units. They perform crisis and de-escalation interventions, therapeutic observations, and patient supervision. As a public health care hospital that serves some of New York City’s most acute psychiatric patients, our BHAs are essential to the functioning of our behavioral health units.

Our proposal for BHAs is 2 per unit for the following reasons:

- In the acute psychiatric inpatient area, we have a multidisciplinary behavioral health response team that responds to violent, assaultive, or escalating patients. The multidisciplinary team includes Registered Nurses, BHAs, and Psychiatric Technicians. All behavioral health staff are trained in Crisis Prevention Intervention techniques. In addition to assigned BHAs on the unit, 2 other nursing support staff are also included per shift.

- BHAs are not assigned to specific patients but rather perform de-escalation functions and routine observations. Our facility has staffed 2 BHAs per unit for all 3 shifts and found the number sufficient to ensure patient and staff safety.

Sincerely,

A handwritten signature in black ink, appearing to read 'Manjinder Kaur', written over a horizontal line.

Manjinder Kaur, DNP, RN, NEA-BC
Chief Nursing Officer
NYC H+H/Coney Island

To: New York State Department of Health

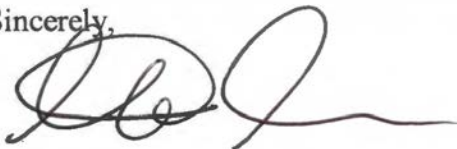
As the CEO of NYC Health +Hospitals/Coney Island, I want to acknowledge and thank the teams for their collaborative efforts and professionalism in working together to create the proposed staffing level documents. Nursing professionals are fundamental to healthcare organizations that promote, foster and facilitate an environment conducive to growth. We, at Coney Island Hospital, recognize and acknowledge the important role of Nursing in all aspect of healthcare. After reviewing in detail the proposed staffing levels, I am glad that management and union leadership was able to reach full consensus on RN staffing. However, based on the following rationale, I am supportive of the management vote on the BHA and Nurse Aide staffing as laid out in the documents attached.

- Literature review supports robust RN ratios (1:6) to ensure that RNs can step in to help nursing support staff.
- At Coney Island Hospital, we will ensure that nursing support staff will not be assigned more than twelve patients at a time. Nurse support staff assigned to patients on our units will not be re-assigned to perform one to one observation.
- BHAs assigned on the units will be utilized primarily for de-escalation functions. In addition to assigned BHAs on the unit, 2 other nursing support staff are also included per shift.

I look forward to a continued productive dialogue between management and union leaders.

Please do not hesitate to contact me with any further questions.

Sincerely,



Svetlana Lipyanskaya
Chief Executive Officer
NYC H+H/Coney Island