

1447 HOSPITAL FOR SPECIAL SURGERY
 PATIENT CARE SERVICES
 STAFFING GUIDELINES - 2024

OSCU

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and PCAs
Staff exclusions	directors
Unit of service	Inpatient days and obs equivalents
Shift length	Changes based on the role
Target RNs	includes charge and ADT RN

Target Ratios	
Nurse to patient ratio - day shift	1 : 2
shift	1 : 2
shift	1 : 10
PCA to patient ratio - night shift	1 : 11

Weighted HPPD	32.3
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Volume (IP days)	Census Frequency	Day Shift (7a-3p)			Evening Shift (3P-11P)			Night Shift (11P-7A)			Productivity (Hrs/IP day)
		Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs*	
1	44%	2	2	0	2	2	0	2	2	0	48.0
2	32%	2	2	0	2	2	0	2	2	0	24.0
3	17%	2	2	0	2	2	0	2	2	0	16.0
4	6%	2	2	0	2	2	0	2	2	0	12.0

RN Ratio	PCA Ratio	
	Day/ Eve	Night
0.5	0	0
1	0	0
1.5	0	0
2	0	0
1.3	0.0	0.0

RN (Target) hours per pt		
Day	Eve	Night
16.0	16.0	16.0
8.0	8.0	8.0
5.3	5.3	5.3
4.0	4.0	4.0

RN (Min) hours per pt		
Day	Eve	Night
16.0	16.0	16.0
8.0	8.0	8.0
5.3	5.3	5.3
4.0	4.0	4.0

PCA hours per pt		
Day	Eve	Night
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0

* Admit-discharge (ADT) RNs are on 9A-10PM shift
 *PCA shifts are as follows:
 3:15pm – 11:30pm (also 230pm – 11pm) is their evening shift
 11:15pm – 7:30am is their Night shift
 7:15am - 3:30pm is their Day shift
 Same staffing is observed on Day and Evening Shifts. Night shift might have a smaller ratio

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5th Floor Step-Down (SDU)

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and PCAs
Staff exclusions	directors
Unit of service	Inpatient days and obs equivalents
Shift length	Changes based on the role
Target RNs	includes charge and ADT RN

Target Ratios	
shift	1 : 3
shift	1 : 3
shift	1 : 11
shift	1 : 11

Weighted HPPD	13.0
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Volume (IP days)	Census Frequency	Day Shift (7a-3p)			Evening Shift (3P-11P)			Night Shift (11P-7A)			Productivity (Hrs/IP day)
		Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs*	
1	1%	3	2	0	3	2	0	3	2	0	48.0
2	4%	3	2	0	3	2	0	3	2	0	24.0
3	4%	3	2	0	3	2	0	3	2	0	16.0
4	6%	3	2	0	3	2	0	3	2	0	12.0
5	13%	3	2	0	3	2	0	3	2	0	9.6
6	15%	3	2	1	3	2	1	3	2	1	12.0
7	19%	4	3	1	4	3	1	4	3	1	13.7
8	18%	4	3	1	4	3	1	4	3	1	12.0
9	13%	4	3	1	4	3	1	4	3	1	10.7
10	6%	5	4	1	5	4	1	5	4	1	12.0
11	0%	5	4	1	5	4	1	5	4	1	10.9

RN Ratio	PCA Ratio	
	Day/ Eve	Night
0.5	0	0
1	0	0
1.5	0	0
2	0	0
2.5	0	0
3	6	6
2.3	7	7
2.7	8	8
3	9	9
2.5	10	10
2.8	11	11
2.2	4.6	4.6

RN (Target) hours per pt		
Day	Eve	Night
24.0	24.0	24.0
12.0	12.0	12.0
8.0	8.0	8.0
6.0	6.0	6.0
4.8	4.8	4.8
4.0	4.0	4.0
4.6	4.6	4.6
4.0	4.0	4.0
3.6	3.6	3.6
4.0	4.0	4.0
3.6	3.6	3.6

RN (Min) hours per pt		
Day	Eve	Night
16.0	16.0	16.0
8.0	8.0	8.0
5.3	5.3	5.3
4.0	4.0	4.0
3.2	3.2	3.2
2.7	2.7	2.7
3.4	3.4	3.4
3.0	3.0	3.0
2.7	2.7	2.7
3.2	3.2	3.2
2.9	2.9	2.9

PCA hours per pt		
Day	Eve	Night
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
1.3	1.3	1.3
1.1	1.1	1.1
1.0	1.0	1.0
0.9	0.9	0.9
0.8	0.8	0.8
0.7	0.7	0.7

* Admit-discharge (ADT) RNs are on 9A-10PM shift
 *PCA shifts are as follows:
 3:15pm – 11:30pm (also 230pm – 11pm) is their evening shift
 11:15pm – 7:30am is their Night shift
 7:15am - 3:30pm is their Day shift
 Same staffing is observed on Day and Evening Shifts. Night shift might have a smaller ratio

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5th Floor Inpatient - Pediatrics

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and PCAs
Staff exclusions	directors
Unit of service	Inpatient days and obs equivalents
Shift length	Changes based on the role
Target RNs	includes charge and ADT RN

Target Ratios	
Nurse to patient ratio - day shift	1 : 4
shift	1 : 4
shift	1 : 10
PCA to patient ratio - night shift	1 : 10

Weighted HPPD	13.8
HPPD Target	

Volume (IP days)	Census Frequency	Day Shift (7a-3p)			Evening Shift (3P-11P)			Night Shift (11P-7A)			Productivity (Hrs/IP day)
		Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs*	
1	2%	2	2	0	2	2	0	2	2	0	48.0
2	8%	2	2	0	2	2	0	2	2	0	24.0
3	15%	2	2	0	2	2	0	2	2	0	16.0
4	13%	2	2	0	2	2	0	2	2	0	12.0
5	14%	2	2	0	2	2	1	2	2	0	11.2
6	14%	2	2	1	2	2	1	2	2	1	12.0
7	11%	2	2	1	2	2	2	2	2	1	11.4
8	10%	2	2	1	2	2	2	2	2	1	10.0
9	5%	3	3	1	3	3	2	3	3	1	11.6
10	3%	3	3	1	3	3	2	3	3	1	10.4

RN Ratio	PCA Ratio		
	Day/	Eve	Night
0.5	0	0	0
1	0	0	0
1.5	0	0	0
2	0	0	0
2.5	0	0	0
3	6	6	6
3.5	7	7	7
4	8	8	8
3	9	9	9
3.3	10	10	10
2.4	4.0	4.0	4.0

RN (Target) hours per pt		
Day	Eve	Night
16.0	16.0	16.0
8.0	8.0	8.0
5.3	5.3	5.3
4.0	4.0	4.0
3.2	3.2	3.2
2.7	2.7	2.7
2.3	2.3	2.3
2.0	2.0	2.0
2.7	2.7	2.7
2.4	2.4	2.4

RN (Min) hours per pt		
Day	Eve	Night
16.0	16.0	16.0
8.0	8.0	8.0
5.3	5.3	5.3
4.0	4.0	4.0
3.2	3.2	3.2
2.7	2.7	2.7
2.3	2.3	2.3
2.0	2.0	2.0
2.7	2.7	2.7
2.4	2.4	2.4

PCA hours per pt		
Day	Eve	Night
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	1.6	0.0
1.3	1.3	1.3
1.1	2.3	1.1
1.0	2.0	1.0
0.9	1.8	0.9
0.8	1.6	0.8

* Admit-discharge (ADT) RNs are on 9A-10PM shift
 *PCA shifts are as follows:
 3:15pm – 11:30pm (also 230pm – 11pm) is their evening shift
 11:15pm – 7:30am is their Night shift
 7:15am - 3:30pm is their Day shift
 Same staffing is observed on Day and Evening Shifts. Night shift might have a smaller ratio

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6th Floor Inpatient

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and PCAs
Staff exclusions	Case managers, PAS, managers, and
Unit of service	Inpatient days and obs equivalents
Shift length	Changes based on the role
Target RNs	includes charge and ADT RN

Target Ratios	
Nurse to patient ratio - day	1 : 5
Nurse to patient ratio - night	1 : 5
PCA to patient ratio - day/	1 : 8
PCA to patient ratio - night	1 : 11

Weighted HPPD	8.2
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Volume (IP days)	Census Frequency	Day Shift (7a-3p)			Evening Shift (3P-11P)			Night Shift (11P-7A)			Productivity (Hrs/IP day)
		Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs*	
1	0%	3	2	0	3	2	0	3	2	0	48.0
2	0%	3	2	0	3	2	0	3	2	0	24.0
3	0%	3	2	0	3	2	0	3	2	0	16.0
4	0%	3	2	0	3	2	0	3	2	0	12.0
5	0%	3	2	0	3	2	0	3	2	0	9.6
6	0%	3	2	1	3	2	1	3	2	1	12.0
7	0%	3	2	1	3	2	1	3	2	1	10.3
8	0%	3	2	1	3	2	1	3	2	1	9.0
9	0%	3	2	2	3	2	2	3	2	1	9.8
10	0%	4	2	2	4	2	2	3	2	1	8.8
11	1%	5	3	2	5	3	2	4	3	1	10.2
12	0%	5	3	2	5	3	2	4	3	2	10.0
13	0%	5	3	2	5	3	2	4	3	2	9.2
14	1%	5	3	2	5	3	2	4	3	2	8.6
15	0%	5	3	2	5	3	2	4	3	2	8.0
16	0%	6	4	2	6	4	2	5	4	2	9.0
17	1%	6	4	3	6	4	3	5	4	2	9.4
18	1%	6	4	3	6	4	3	5	4	2	8.9
19	2%	6	4	3	6	4	3	5	4	2	8.4
20	2%	6	4	3	6	4	3	5	4	2	8.0
21	2%	7	5	3	7	5	3	6	5	2	8.8
22	4%	7	5	3	7	5	3	6	5	2	8.4
23	4%	7	5	3	7	5	3	6	5	3	8.3
24	2%	7	5	3	7	5	3	6	5	3	8.0
25	2%	7	5	4	7	5	4	6	5	3	8.3
26	3%	8	6	4	8	6	4	7	6	3	8.9
27	2%	8	6	4	8	6	4	7	6	3	8.6
28	3%	8	6	4	8	6	4	7	6	3	8.3
29	4%	8	6	4	8	6	4	7	6	3	8.0
30	2%	8	6	4	8	6	4	7	6	3	7.7
31	3%	9	7	4	9	7	4	8	7	3	8.3
32	5%	9	7	4	9	7	4	8	7	3	8.0
33	4%	9	7	5	9	7	5	8	7	3	8.2
34	4%	9	7	5	9	7	5	8	7	4	8.2
35	7%	9	7	5	9	7	5	8	7	4	8.0

RN Ratio	PCA Ratio	
	Day/Eve	Night
0.5	0	0
1	0	0
1.5	0	0
2	0	0
2.5	0	0
3	6	6
3.5	7	7
4	8	8
4.5	4.5	9
5	5	10
3.7	5.5	11
4	6	6
4.3	6.5	6.5
4.7	7	7
5	7.5	7.5
4	8	8
4.3	5.7	8.5
4.5	6	9
4.8	6.3	9.5
5	6.7	10
4.2	7	10.5
4.4	7.3	11
4.6	7.7	7.7
4.8	8	8
5	6.3	8.3
4.3	6.5	8.7
4.5	6.8	9
4.7	7	9.3
4.8	7.3	9.7
5	7.5	10
4.4	7.8	10.3
4.6	8	10.7
4.7	6.6	11
4.9	6.8	8.5
5	7	8.8
4.0	5.8	7.6

RN (Target) hours per pt		
Day	Eve	Night
24.0	24.0	24.0
12.0	12.0	12.0
8.0	8.0	8.0
6.0	6.0	6.0
4.8	4.8	4.8
4.0	4.0	4.0
3.4	3.4	3.4
3.0	3.0	3.0
2.7	2.7	2.7
3.2	3.2	2.4
3.6	3.6	2.9
3.3	3.3	2.7
3.1	3.1	2.5
2.9	2.9	2.3
2.7	2.7	2.1
3.0	3.0	2.5
2.8	2.8	2.4
2.7	2.7	2.2
2.5	2.5	2.1
2.4	2.4	2.0
2.7	2.7	2.3
2.5	2.5	2.2
2.4	2.4	2.1
2.3	2.3	2.0
2.2	2.2	1.9
2.5	2.5	2.2
2.4	2.4	2.1
2.3	2.3	2.0
2.2	2.2	1.9
2.1	2.1	1.9
2.3	2.3	2.1
2.3	2.3	2.0
2.2	2.2	1.9
2.1	2.1	1.9
2.1	2.1	1.8

RN (Min) hours per pt		
Day	Eve	Night
16.0	16.0	16.0
8.0	8.0	8.0
5.3	5.3	5.3
4.0	4.0	4.0
3.2	3.2	3.2
2.7	2.7	2.7
2.3	2.3	2.3
2.0	2.0	2.0
1.8	1.8	1.8
1.6	1.6	1.6
2.2	2.2	2.2
2.0	2.0	2.0
1.8	1.8	1.8
1.7	1.7	1.7
1.6	1.6	1.6
2.0	2.0	2.0
1.9	1.9	1.9
1.8	1.8	1.8
1.7	1.7	1.7
1.6	1.6	1.6
2.0	2.0	2.0
1.9	1.9	1.9
1.8	1.8	1.8
1.7	1.7	1.7
1.6	1.6	1.6
1.7	1.7	1.7
1.6	1.6	1.6
1.6	1.6	1.6

PCA hours per pt		
Day	Eve	Night
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
1.3	1.3	1.3
1.1	1.1	1.1
1.0	1.0	1.0
1.8	1.8	0.9
1.6	1.6	0.8
1.5	1.5	0.7
1.3	1.3	1.3
1.2	1.2	1.2
1.1	1.1	1.1
1.1	1.1	1.1
1.0	1.0	1.0
1.4	1.4	0.9
1.3	1.3	0.9
1.3	1.3	0.8
1.2	1.2	0.8
1.1	1.1	0.8
1.1	1.1	0.7
1.0	1.0	1.0
1.0	1.0	1.0
1.3	1.3	1.0
1.2	1.2	0.9
1.2	1.2	0.9
1.1	1.1	0.9
1.1	1.1	0.8
1.1	1.1	0.8
1.0	1.0	0.8
1.2	1.2	0.7
1.2	1.2	0.9
1.1	1.1	0.9

* Admit-discharge (ADT) RNs are on 9A-10PM shift
 *PCA shifts are as follows:
 3:15pm – 11:30pm (also 230pm – 11pm) is their evening shift
 11:15pm – 7:30am is their Night shift
 7:15am – 3:30pm is their Day shift
 Same staffing is observed on Day and Evening Shifts. Night shift might have a smaller ratio

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7th Floor Inpatient

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and PCAs
Staff exclusions	Case managers, PAS, managers, and directors
Unit of service	Inpatient days and obs equivalents
Shift length	Changes based on the role
Target RNs	includes charge and ADT RN

Target Ratios	
Nurse to patient ratio - day	1 : 5
Nurse to patient ratio - night	1 : 5
PCA to patient ratio - day/	1 : 8
PCA to patient ratio - night	1 : 11

Weighted HPPD	8.3
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Volume (IP days)	Census Frequency	Day Shift (7a-3p)				Evening Shift (3P-11P)			Night Shift (11P-7A)			Productivity (Hrs/IP day)
		Target RNs	Min RNs	PCAs	RN ratio	Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs*	
1	0%	3	2	0	1:0.5	3	2	0	3	2	0	48.0
2	0%	3	2	0	1:1	3	2	0	3	2	0	24.0
3	0%	3	2	0	1:1.5	3	2	0	3	2	0	16.0
4	0%	3	2	0	1:2	3	2	0	3	2	0	12.0
5	0%	3	2	0	1:2.5	3	2	0	3	2	0	9.6
6	0%	3	2	1	1:3	3	2	1	3	2	1	12.0
7	0%	3	2	1	1:3.5	3	2	1	3	2	1	10.3
8	1%	3	2	1	1:4	3	2	1	3	2	1	9.0
9	0%	3	2	2	1:4.5	3	2	2	3	2	1	9.8
10	0%	4	2	2	1:5	4	2	2	3	2	1	8.8
11	0%	5	3	2	1:3.7	5	3	2	4	3	1	10.2
12	0%	5	3	2	1:4	5	3	2	4	3	2	10.0
13	1%	5	3	2	1:4.3	5	3	2	4	3	2	9.2
14	1%	5	3	2	1:4.7	5	3	2	4	3	2	8.6
15	1%	5	3	2	1:5	5	3	2	4	3	2	8.0
16	2%	6	4	2	1:4	6	4	2	5	4	2	9.0
17	2%	6	4	3	1:4.3	6	4	3	5	4	2	9.4
18	2%	6	4	3	1:4.5	6	4	3	5	4	2	8.9
19	2%	6	4	3	1:4.8	6	4	3	5	4	2	8.4
20	2%	6	4	3	1:5	6	4	3	5	4	2	8.0
21	3%	7	5	3	1:4.2	7	5	3	6	5	2	8.8
22	3%	7	5	3	1:4.4	7	5	3	6	5	2	8.4
23	2%	7	5	3	1:4.6	7	5	3	6	5	3	8.3
24	3%	7	5	3	1:4.8	7	5	3	6	5	3	8.0
25	4%	7	5	4	1:5	7	5	4	6	5	3	8.3
26	5%	8	6	4	1:4.3	8	6	4	7	6	3	8.9
27	6%	8	6	4	1:4.5	8	6	4	7	6	3	8.6
28	3%	8	6	4	1:4.7	8	6	4	7	6	3	8.3
29	6%	8	6	4	1:4.8	8	6	4	7	6	3	8.0
30	5%	8	6	4	1:5	8	6	4	7	6	3	7.7
31	6%	9	7	4	1:4.4	9	7	4	8	7	3	8.3
32	9%	9	7	4	1:4.6	9	7	4	8	7	3	8.0
33	9%	9	7	5	1:4.7	9	7	5	8	7	3	8.2
34	11%	9	7	5	1:4.9	9	7	5	8	7	4	8.2
35	9%	9	7	5	1:5	9	7	5	8	7	4	8.0

RN Ratio	PCA Ratio		RN (Target) hours per pt			RN (Min) hours per pt			PCA hours per pt		
	Day/ Eve	Night	Day	Eve	Night	Day	Eve	Night	Day	Eve	Night
0.5	0	0	24.0	24.0	24.0	16.0	16.0	16.0	0.0	0.0	0.0
1	0	0	12.0	12.0	12.0	8.0	8.0	8.0	0.0	0.0	0.0
1.5	0	0	8.0	8.0	8.0	5.3	5.3	5.3	0.0	0.0	0.0
2	0	0	6.0	6.0	6.0	4.0	4.0	4.0	0.0	0.0	0.0
2.5	0	0	4.8	4.8	4.8	3.2	3.2	3.2	0.0	0.0	0.0
3	6	6	4.0	4.0	4.0	2.7	2.7	2.7	1.3	1.3	1.3
3.5	7	7	3.4	3.4	3.4	2.3	2.3	2.3	1.1	1.1	1.1
4	8	8	3.0	3.0	3.0	2.0	2.0	2.0	1.0	1.0	1.0
4.5	4.5	9	2.7	2.7	2.7	1.8	1.8	1.8	1.8	1.8	0.9
5	5	10	3.2	3.2	2.4	1.6	1.6	1.6	1.6	1.6	0.8
3.7	5.5	11	3.6	3.6	2.9	2.2	2.2	2.2	1.5	1.5	0.7
4	6	6	3.3	3.3	2.7	2.0	2.0	2.0	1.3	1.3	1.3
4.3	6.5	6.5	3.1	3.1	2.5	1.8	1.8	1.8	1.2	1.2	1.2
4.7	7	7	2.9	2.9	2.3	1.7	1.7	1.7	1.1	1.1	1.1
5	7.5	7.5	2.7	2.7	2.1	1.6	1.6	1.6	1.1	1.1	1.1
4	8	8	3.0	3.0	2.5	2.0	2.0	2.0	1.0	1.0	1.0
4.3	5.7	8.5	2.8	2.8	2.4	1.9	1.9	1.9	1.4	1.4	0.9
4.5	6	9	2.7	2.7	2.2	1.8	1.8	1.8	1.3	1.3	0.9
4.8	6.3	9.5	2.5	2.5	2.1	1.7	1.7	1.7	1.3	1.3	0.8
5	6.7	10	2.4	2.4	2.0	1.6	1.6	1.6	1.2	1.2	0.8
4.2	7	10.5	2.7	2.7	2.3	1.9	1.9	1.9	1.1	1.1	0.8
4.4	7.3	11	2.5	2.5	2.2	1.8	1.8	1.8	1.1	1.1	0.7
4.6	7.7	7.7	2.4	2.4	2.1	1.7	1.7	1.7	1.0	1.0	1.0
4.8	8	8	2.3	2.3	2.0	1.7	1.7	1.7	1.0	1.0	1.0
5	6.3	8.3	2.2	2.2	1.9	1.6	1.6	1.6	1.3	1.3	1.0
4.3	6.5	8.7	2.5	2.5	2.2	1.8	1.8	1.8	1.2	1.2	0.9
4.5	6.8	9	2.4	2.4	2.1	1.8	1.8	1.8	1.2	1.2	0.9
4.7	7	9.3	2.3	2.3	2.0	1.7	1.7	1.7	1.1	1.1	0.9
4.8	7.3	9.7	2.2	2.2	1.9	1.7	1.7	1.7	1.1	1.1	0.8
5	7.5	10	2.1	2.1	1.9	1.6	1.6	1.6	1.1	1.1	0.8
4.4	7.8	10.3	2.3	2.3	2.1	1.8	1.8	1.8	1.0	1.0	0.8
4.6	8	10.7	2.3	2.3	2.0	1.8	1.8	1.8	1.0	1.0	0.8
4.7	6.6	11	2.2	2.2	1.9	1.7	1.7	1.7	1.2	1.2	0.7
4.9	6.8	8.5	2.1	2.1	1.9	1.6	1.6	1.6	1.2	1.2	0.9
5	7	8.8	2.1	2.1	1.8	1.6	1.6	1.6	1.1	1.1	0.9
4.0	5.7	7.5									

* Admit-discharge (ADT) RNs are on 9A-10PM shift
 *PCA shifts are as follows:
 3:15pm – 11:30pm (also 230pm – 11pm) is their evening shift
 11:15pm – 7:30am is their Night shift
 7:15am - 3:30pm is their Day shift
 Same staffing is observed on Day and Evening Shifts. Night shift might have a smaller ratio

1447 HOSPITAL FOR SPECIAL SURGERY
 PATIENT CARE SERVICES
 STAFFING GUIDELINES - 2024

10th Floor Inpatient

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and PCAs
Staff exclusions	directors
Unit of service	Inpatient days and obs equivalents
Shift length	Changes based on the role
Target RNs	includes charge and ADT RN

Target Ratios	
shift	1 : 5
shift	1 : 5
shift	1 : 8
shift	1 : 11

Weighted HPPD	8.5
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Volume (IP days)	Census Frequency	Day Shift (7a-3p)			Evening Shift (3P-11P)			Night Shift (11P-7A)			Productivity (Hrs/IP day)
		Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs*	
1	0%	3	2	0	3	2	0	3	2	0	48.0
2	0%	3	2	0	3	2	0	3	2	0	24.0
3	0%	3	2	0	3	2	0	3	2	0	16.0
4	0%	3	2	0	3	2	0	3	2	0	12.0
5	0%	3	2	0	3	2	0	3	2	0	9.6
6	0%	3	2	1	3	2	1	3	2	1	12.0
7	0%	3	2	1	3	2	1	3	2	1	10.3
8	2%	3	2	1	3	2	2	3	2	1	10.0
9	1%	3	2	2	3	2	2	3	2	1	9.8
10	1%	4	2	2	4	2	2	3	2	1	8.8
11	1%	5	3	2	5	3	2	4	3	1	10.2
12	1%	5	3	2	5	3	2	4	3	2	10.0
13	1%	5	3	2	5	3	2	4	3	2	9.2
14	1%	5	3	2	5	3	2	4	3	2	8.6
15	1%	5	3	2	5	3	3	4	3	2	8.5
16	1%	6	4	2	6	4	3	5	4	2	9.5
17	0%	6	4	3	6	4	3	5	4	2	9.4
18	0%	6	4	3	6	4	3	5	4	2	8.9
19	1%	6	4	3	6	4	3	5	4	2	8.4
20	1%	6	4	3	6	4	3	5	4	2	8.0
21	2%	7	5	3	7	5	3	6	5	2	8.8
22	3%	7	5	3	7	5	4	6	5	2	8.7
23	1%	7	5	3	7	5	4	6	5	3	8.7
24	4%	7	5	3	7	5	4	6	5	3	8.3
25	5%	7	5	4	7	5	4	6	5	3	8.3
26	4%	8	6	4	8	6	4	7	6	3	8.9
27	4%	8	6	4	8	6	4	7	6	3	8.6
28	4%	8	6	4	8	6	4	7	6	3	8.3
29	7%	8	6	4	8	6	5	7	6	3	8.3
30	4%	8	6	4	8	6	5	7	6	3	8.0
31	8%	9	7	4	9	7	5	8	7	3	8.5
32	5%	9	7	4	9	7	5	8	7	3	8.3
33	8%	9	7	5	9	7	5	8	7	3	8.2
34	7%	9	7	5	9	7	5	8	7	4	8.2
35	6%	9	7	5	9	7	5	8	7	4	8.0
36	10%	10	8	5	9	8	6	9	8	4	8.7
37	4%	10	8	5	9	8	6	9	8	4	8.4

RN Ratio	PCA Ratio		
	Day/ Eve	Night	
0.5	0	0	
1	0	0	
1.5	0	0	
2	0	0	
2.5	0	0	
3	6	6	
3.5	7	7	
4	8	8	
4.5	4.5	9	
5	5	10	
3.7	5.5	11	
4	6	6	
4.3	6.5	6.5	
4.7	7	7	
5	7.5	7.5	
4	8	8	
4.3	5.7	8.5	
4.5	6	9	
4.8	6.3	9.5	
5	6.7	10	
4.2	7	10.5	
4.4	7.3	11	
4.6	7.7	7.7	
4.8	8	8	
5	6.3	8.3	
4.3	6.5	8.7	
4.5	6.8	9	
4.7	7	9.3	
4.8	7.3	9.7	
5	7.5	10	
4.4	7.8	10.3	
4.6	8	10.7	
4.7	6.6	11	
4.9	6.8	8.5	
5	7	8.8	
4.5	7.2	9	
4.6	7.4	9.3	
4.0	5.8	7.6	

RN (Target) hours per pt		
Day	Eve	Night
24.0	24.0	24.0
12.0	12.0	12.0
8.0	8.0	8.0
6.0	6.0	6.0
4.8	4.8	4.8
4.0	4.0	4.0
3.4	3.4	3.4
3.0	3.0	3.0
2.7	2.7	2.7
3.2	3.2	2.4
3.6	3.6	2.9
3.3	3.3	2.7
3.1	3.1	2.5
2.9	2.9	2.3
2.7	2.7	2.1
3.0	3.0	2.5
2.8	2.8	2.4
2.7	2.7	2.2
2.5	2.5	2.1
2.4	2.4	2.0
2.7	2.7	2.3
2.5	2.5	2.2
2.4	2.4	2.1
2.3	2.3	2.0
2.2	2.2	1.9
1.8	1.8	1.8
2.5	2.5	2.2
2.1	2.1	1.9
2.3	2.3	2.1
2.2	2.2	1.9
2.1	2.1	1.8
2.2	2.0	2.0
2.2	1.9	1.9

RN (Min) hours per pt		
Day	Eve	Night
16.0	16.0	16.0
8.0	8.0	8.0
5.3	5.3	5.3
4.0	4.0	4.0
3.2	3.2	3.2
2.7	2.7	2.7
2.3	2.3	2.3
2.0	2.0	2.0
1.8	1.8	1.8
1.6	1.6	1.6
2.2	2.2	2.2
2.0	2.0	2.0
1.8	1.8	1.8
1.7	1.7	1.7
1.6	1.6	1.6
2.0	2.0	2.0
1.9	1.9	1.9
1.7	1.7	1.7
1.6	1.6	1.6
1.7	1.7	1.7
1.7	1.7	1.7
1.6	1.6	1.6
1.8	1.8	1.8
1.7	1.7	1.7
1.6	1.6	1.6
1.8	1.8	1.8
1.7	1.7	1.7
1.6	1.6	1.6
1.7	1.7	1.7
1.6	1.6	1.6
1.7	1.7	1.7

PCA hours per pt		
Day	Eve	Night
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
1.3	1.3	1.3
1.1	1.1	1.1
1.0	2.0	1.0
1.8	1.8	0.9
1.6	1.6	0.8
1.5	1.5	0.7
1.3	1.3	1.3
1.2	1.2	1.2
1.1	1.1	1.1
1.1	1.6	1.1
1.0	1.5	1.0
1.4	1.4	0.9
1.3	1.3	0.9
1.3	1.3	0.8
1.2	1.2	0.8
1.1	1.1	0.8
1.1	1.5	0.7
1.0	1.4	1.0
1.0	1.3	1.0
1.3	1.3	1.0
1.2	1.2	0.9
1.2	1.2	0.9
1.1	1.1	0.9
1.1	1.4	0.8
1.1	1.3	0.8
1.0	1.3	0.8
1.2	1.2	0.7
1.2	1.2	0.7
1.2	1.2	0.9
1.1	1.1	0.9
1.1	1.1	0.9
1.1	1.3	0.9
1.1	1.3	0.9

* Admit-discharge (ADT) RNs are on 9A-10PM shift
 *PCA shifts are as follows:
 3:15pm - 11:30pm (also 230pm - 11pm) is their evening shift
 11:15pm - 7:30am is their Night shift
 7:15am - 3:30pm is their Day shift
 Same staffing is observed on Day and Evening Shifts. Night shift might have a smaller ratio

1447 HOSPITAL FOR SPECIAL SURGERY
 PATIENT CARE SERVICES
 STAFFING GUIDELINES - 2024

11th Floor Inpatient

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and PCAs
Staff exclusions	directors
Unit of service	Inpatient days and obs equivalents
Shift length	Changes based on the role
Target RNs	includes charge and ADT RN

Target Ratios	
shift	1 : 4.5
shift	1 : 4.5
shift	1 : 8
shift	1 : 11

Weighted HPPD	9.4
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Volume (IP days)	Census Frequency	Day Shift (7a-3p)			Evening Shift (3P-11P)			Night Shift (11P-7A)			Productivity (Hrs/IP day)
		Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs	Target RNs	Min RNs	PCAs*	
1	0%	3	2	0	3	2	0	3	2	0	48.0
2	0%	3	2	0	3	2	0	3	2	0	24.0
3	0%	3	2	0	3	2	0	3	2	0	16.0
4	0%	3	2	0	3	2	0	3	2	0	12.0
5	0%	3	2	0	3	2	0	3	2	0	9.6
6	0%	3	2	1	3	2	1	3	2	1	12.0
7	0%	3	2	1	3	2	1	3	2	1	10.3
8	1%	3	2	1	3	2	1	3	2	1	9.0
9	1%	3	2	2	3	2	2	3	2	1	9.8
10	2%	5	3	2	5	3	2	5	3	1	11.2
11	4%	5	3	2	5	3	2	5	3	1	10.2
12	4%	5	3	2	5	3	2	5	3	2	10.0
13	6%	5	3	2	5	3	2	5	3	2	9.2
14	6%	6	4	2	6	4	2	6	4	2	10.3
15	6%	6	4	2	6	4	2	6	4	2	9.6
16	5%	6	4	2	6	4	2	6	4	2	9.0
17	9%	6	4	3	6	4	3	6	4	2	9.4
18	7%	6	4	3	6	4	3	6	4	2	8.9
19	7%	7	5	3	7	5	3	7	5	2	9.7
20	6%	7	5	3	7	5	3	7	5	2	9.2
21	10%	7	5	3	7	5	3	7	5	2	8.8
22	7%	7	5	3	7	5	3	7	5	2	8.4
23	9%	8	6	3	8	6	3	8	6	3	9.4
24	3%	8	6	3	8	6	3	8	6	3	9.0
25	2%	8	6	4	8	6	4	8	6	3	9.3
26	1%	8	6	4	8	6	4	8	6	3	8.9
27	1%	8	6	4	8	6	4	8	6	3	8.6
28	0%	9	7	4	9	7	4	9	7	3	9.1
29	0%	9	7	4	9	7	4	9	7	3	8.8

RN Ratio	PCA Ratio	
	Day/ Eve	Night
0.5	0	0
1	0	0
1.5	0	0
2	0	0
2.5	0	0
3	6	6
3.5	7	7
4	8	8
4.5	4.5	9
3.3	5	10
3.7	5.5	11
4	6	6
4.3	6.5	6.5
3.5	7	7
3.8	7.5	7.5
4	8	8
4.3	5.7	8.5
4.5	6	9
3.8	6.3	9.5
4	6.7	10
4.2	7	10.5
4.4	7.3	11
3.8	7.7	7.7
4	8	8
4.2	6.3	8.3
4.3	6.5	8.7
4.5	6.8	9
4	7	9.3
4.1	7.3	9.7
3.6	5.5	7.1

RN (Target) hours per pt		
Day	Eve	Night
24.0	24.0	24.0
12.0	12.0	12.0
8.0	8.0	8.0
6.0	6.0	6.0
4.8	4.8	4.8
4.0	4.0	4.0
3.4	3.4	3.4
3.0	3.0	3.0
2.7	2.7	2.7
4.0	4.0	4.0
2.7	2.7	2.7
4.0	4.0	4.0
3.0	3.0	3.0
2.7	2.7	2.7
4.0	4.0	4.0
3.6	3.6	3.6
3.3	3.3	3.3
3.1	3.1	3.1
3.4	3.4	3.4
3.2	3.2	3.2
3.0	3.0	3.0
2.8	2.8	2.8
2.7	2.7	2.7
2.9	2.9	2.9
2.8	2.8	2.8
2.7	2.7	2.7
2.5	2.5	2.5
2.8	2.8	2.8
2.7	2.7	2.7
2.6	2.6	2.6
2.5	2.5	2.5
2.4	2.4	2.4
2.6	2.6	2.6
2.5	2.5	2.5

RN (Min) hours per pt		
Day	Eve	Night
16.0	16.0	16.0
8.0	8.0	8.0
5.3	5.3	5.3
4.0	4.0	4.0
3.2	3.2	3.2
2.7	2.7	2.7
2.3	2.3	2.3
2.0	2.0	2.0
1.8	1.8	1.8
2.4	2.4	2.4
2.2	2.2	2.2
2.0	2.0	2.0
1.8	1.8	1.8
2.4	2.4	2.4
2.2	2.2	2.2
2.0	2.0	2.0
1.8	1.8	1.8
2.3	2.3	2.3
2.1	2.1	2.1
2.0	2.0	2.0
1.9	1.9	1.9
1.8	1.8	1.8
2.1	2.1	2.1
2.0	2.0	2.0
1.9	1.9	1.9
1.8	1.8	1.8
2.1	2.1	2.1
2.0	2.0	2.0
1.9	1.9	1.9
1.8	1.8	1.8
2.0	2.0	2.0
1.9	1.9	1.9

PCA hours per pt		
Day	Eve	Night
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
0.0	0.0	0.0
1.3	1.3	1.3
1.1	1.1	1.1
1.0	1.0	1.0
1.8	1.8	0.9
1.6	1.6	0.8
1.5	1.5	0.7
1.3	1.3	1.3
1.2	1.2	1.2
1.1	1.1	1.1
1.1	1.1	1.1
1.0	1.0	1.0
1.3	1.3	0.9
1.2	1.2	0.8
1.1	1.1	1.1
1.1	1.1	0.8
1.0	1.0	1.0
1.3	1.3	1.0
1.2	1.2	0.9
1.2	1.2	0.9
1.1	1.1	0.9
1.1	1.1	0.9
1.1	1.1	0.8

* Admit-discharge (ADT) RNs are on 9A-10PM shift
 *PCA shifts are as follows:
 3:15pm – 11:30pm (also 230pm – 11pm) is their evening shift
 11:15pm – 7:30am is their Night shift
 7:15am - 3:30pm is their Day shift
 Same staffing is observed on Day and Evening Shifts. Night shift might have a smaller ratio

1447 HOSPITAL FOR SPECIAL SURGERY
 PATIENT CARE SERVICES
 STAFFING GUIDELINES - 2024

1st Floor ORs

Target Ratios	Other (% of rooms)
Nurse to room ratio 1 : 1	0%
Nurse facilitator to room 1 : 5	
ST to patient ratio 1 : 1	
STSA to patient ratio 1 : 1	0%
UA to patient ratio 1 : 2	

Key alignment features:	
Staff exclusions	First Assist, Anesthesia techs, PCDS, charge nurses
Other licensed	STs, STSAs, spinal cord monitoring techs
Unlicensed	UAs, registrars
Unit of service	Rooms running
Target RNs	Includes facilitators and 2nd RN in Spine rooms & Facilitator

Rooms Running	Target RNs	STs	STSAs	UAs	Number of Staff						Hours Per Pt								
					7A-3P		3P-11P		11P-7A		7A-3P			3P-11P			11P-7A		
					Min RNs	Unlicensed Staff	Min RNs	Unlicensed Staff	Min RNs	Unlicensed Staff	RNs	Other licensed	Unlicensed	RNs	Other licensed	Unlicensed	RNs	Other licensed	Unlicensed
1	1	1	0	1	1	1	1	1	1	1	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
2	2	2	0	1	2	2	2	2	2	2	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
3	4	3	0	2	3	3	3	3	3	3	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
4	5	4	0	2	4	4	4	4	4	4	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
5	6	5	0	3	5	5	5	5	5	5	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
6	8	6	0	3	7	6	7	6	7	6	9.3	0.0	8.0	9.3	0.0	8.0	9.3	0.0	8.0

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4th Floor ORs

Target Ratios	Other (% of rooms)
Nurse to room ratio 1 : 1	25%
Nurse facilitator to room 1 : 5	
ST to patient ratio 1 : 1	
STSA to patient ratio 1 : 1	65%
UA to patient ratio 1 : 2	

Key alignment features:	
Staff exclusions	Anesthesia techs, PICDs, charge cord monitoring techs
Other licensed	
Unlicensed	UAs, registrars
Unit of service	Rooms running
Target RNs	includes facilitators and 2nd RN in Spine rooms & Facilitator

Rooms Running	Target RNs	STs	STSAs	UAs	Number of Staff						Hours Per Pt												
					7A-3P		3P-11P		11P-7A		7A-3P			3P-11P			11P-7A						
					Min RNs	Unlicensed Staff	Min RNs	Unlicensed Staff	Min RNs	Unlicensed Staff	RNs	Other licensed	Unlicensed	RNs	Other licensed	Unlicensed	RNs	Other licensed	Unlicensed				
1	1	1	1	1	1	1	1	1	1	1	1	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
2	2	2	1	1	2	2	2	2	2	2	2	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
3	4	3	2	2	3	3	3	3	3	3	3	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
4	5	4	3	2	4	4	4	4	4	4	4	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
5	6	5	3	3	5	5	5	5	5	5	5	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
6	7	6	4	3	6	6	6	6	6	6	6	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
7	8	7	5	4	7	7	7	7	7	7	7	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
8	10	8	5	4	8	8	8	8	8	8	8	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
9	11	9	6	5	9	9	9	9	9	9	9	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
10	12	10	7	5	10	10	10	10	10	10	10	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
11	13	11	7	6	11	11	11	11	11	11	11	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
12	14	12	8	6	12	12	12	12	12	12	12	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
13	16	13	8	7	13	13	13	13	13	13	13	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
14	17	14	9	7	14	14	14	14	14	14	14	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
15	18	15	10	8	15	15	15	15	15	15	15	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
16	19	16	10	8	16	16	16	16	16	16	16	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
17	20	17	11	9	17	17	17	17	17	17	17	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
18	22	18	12	9	18	18	18	18	18	18	18	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
19	23	19	12	10	19	19	19	19	19	19	19	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
20	24	20	13	10	20	20	20	20	20	20	20	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
21	25	21	14	11	21	21	21	21	21	21	21	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
22	26	22	14	11	22	22	22	22	22	22	22	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
23	28	23	15	12	23	23	23	23	23	23	23	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
24	29	24	16	12	24	24	24	24	24	24	24	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
25	30	25	16	13	25	25	25	25	25	25	25	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0

1447 HOSPITAL FOR SPECIAL SURGERY
PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

9th Floor ORs

Target Ratios	Other (% of rooms)
Nurse to room ratio 1 : 1	0%
Nurse facilitator to room 1 : 5	
ST to patient ratio 1 : 1	
STSA to patient ratio 1 : 1	25%
UA to patient ratio 1 : 2	

Key alignment features:	
Staff exclusions	First Assistants, Anesthesia techs, PCDs, charge nurses
Other licensed	CRNAs, perfusionists, cord monitoring techs
Unlicensed	UAs, registrars
Unit of service	Rooms running
Target RNs	and 2nd RN in Spine

Rooms Running	Target RNs	STs	STSAs	UAs	Number of Staff						Hours Per Pt												
					7A-3P		3P-11P		11P-7A		7A-3P			3P-11P			11P-7A						
					Min RNs	Unlicensed Staff	Min RNs	Unlicensed Staff	Min RNs	Unlicensed Staff	RNs	Other licensed	Unlicensed	RNs	Other licensed	Unlicensed	RNs	Other licensed	Unlicensed				
1	1	1	0	1	1	1	1	1	1	1	1	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
2	2	2	1	1	2	2	2	2	2	2	2	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
3	4	3	1	2	3	3	3	3	3	3	3	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
4	5	4	1	2	4	4	4	4	4	4	4	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
5	6	5	1	3	5	5	5	5	5	5	5	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
6	7	6	2	3	6	6	6	6	6	6	6	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
7	8	7	2	4	7	7	7	7	7	7	7	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
8	10	8	2	4	8	8	8	8	8	8	8	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
9	11	9	2	5	9	9	9	9	9	9	9	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
10	12	10	3	5	10	10	10	10	10	10	10	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0

1447 HOSPITAL FOR SPECIAL SURGERY
PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

9E ORs

Target Ratios		Other (% of rooms)
Nurse to room ratio	1 : 1	0%
Nurse facilitator to room	1 : 5	
ST to patient ratio	1 : 1	
STSA to patient ratio	1 : 1	25%
UA to patient ratio	1 : 2	

Key alignment features:	
Staff exclusions	First Assists, Anesthesia techs, PCDs, charge nurses
Other licensed	card monitoring techs
Unlicensed	UAs, registrars
Unit of service	Rooms running
Target RNs	and 2nd RN in Spine

Rooms Running	Target RNs	STs	STSAs	UAs	Number of Staff						Hours Per Pt												
					7A-3P		3P-11P		11P-7A		7A-3P			3P-11P			11P-7A						
					Min RNs	Unlicensed Staff	Min RNs	Unlicensed Staff	Min RNs	Unlicensed Staff	RNs	Other licensed	Unlicensed	RNs	Other licensed	Unlicensed	RNs	Other licensed	Unlicensed				
1	1	1	0	1	1	1	1	1	1	1	1	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
2	2	2	1	1	2	2	2	2	2	2	2	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0
3	4	3	1	2	3	3	3	3	3	3	3	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0	8.0	0.0	8.0

1447 HOSPITAL FOR SPECIAL SURGERY
 PATIENT CARE SERVICES
 STAFFING GUIDELINES - 2024

1st Floor Holding

Target Ratios	
Nurse to patient ratio	1 : 3
UA to patient ratio	1 : 10

Key alignment features:

Staff inclusions	All RNs, Charge Nurses, and UAs
Staff exclusions	Managers, and directors
Unit of service	Holding Census
Target RNs	includes charge RN

Holding Census	Target RNs	Number of Staff						Hours per Pt					
		7A-3P		3P-11P		11P-7A		7A-3P		3P-11P		11P-7A	
		Min RNs	UAs	Min RNs	UAs	Min RNs	UAs	RNs	Unlicensed	RNs	Unlicensed	RNs	Unlicensed
1	2	2	0	2	0	2	0	16.0	0.0	16.0	0.0	16.0	0.0
2	2	2	0	2	0	2	0	8.0	0.0	8.0	0.0	8.0	0.0
3	2	2	0	2	0	2	0	5.3	0.0	5.3	0.0	5.3	0.0
4	2	2	0	2	0	2	0	4.0	0.0	4.0	0.0	4.0	0.0
5	3	2	1	2	1	2	1	3.2	1.6	3.2	1.6	3.2	1.6

1447 HOSPITAL FOR SPECIAL SURGERY
PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

4th Floor Holding

Target Ratios	
Nurse to patient ratio	1 : 3
UA to patient ratio	1 : 10

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and UAs
Staff exclusions	Managers, and directors
Unit of service	Holding Census
Target RNs	includes charge RN

Holding Census	Target RNs	Number of Staff						Hours per Pt					
		7A-3P		3P-11P		11P-7A		7A-3P		3P-11P		11P-7A	
		Min RNs	UAs	Min RNs	UAs	Min RNs	UAs	RNs	Unlicensed	RNs	Unlicensed	RNs	Unlicensed
1	2	2	0	2	0	2	0	16.0	0.0	16.0	0.0	16.0	0.0
2	2	2	0	2	0	2	0	8.0	0.0	8.0	0.0	8.0	0.0
3	2	2	0	2	0	2	0	5.3	0.0	5.3	0.0	5.3	0.0
4	2	2	0	2	0	2	0	4.0	0.0	4.0	0.0	4.0	0.0
5	3	2	1	2	1	2	1	3.2	1.6	3.2	1.6	3.2	1.6
6	3	2	1	2	1	2	1	2.7	1.3	2.7	1.3	2.7	1.3
7	3	2	1	2	1	2	1	2.3	1.1	2.3	1.1	2.3	1.1
8	4	3	1	3	1	3	1	3.0	1.0	3.0	1.0	3.0	1.0
9	4	3	1	3	1	3	1	2.7	0.9	2.7	0.9	2.7	0.9
10	4	3	1	3	1	3	1	2.4	0.8	2.4	0.8	2.4	0.8
11	5	4	1	4	1	4	1	2.9	0.7	2.9	0.7	2.9	0.7
12	5	4	1	4	1	4	1	2.7	0.7	2.7	0.7	2.7	0.7
13	5	4	1	4	1	4	1	2.5	0.6	2.5	0.6	2.5	0.6
14	6	5	1	5	1	5	1	2.9	0.6	2.9	0.6	2.9	0.6
15	6	5	2	5	2	5	2	2.7	1.1	2.7	1.1	2.7	1.1
16	6	5	2	5	2	5	2	2.5	1.0	2.5	1.0	2.5	1.0
17	7	6	2	6	2	6	2	2.8	0.9	2.8	0.9	2.8	0.9
18	7	6	2	6	2	6	2	2.7	0.9	2.7	0.9	2.7	0.9
19	7	6	2	6	2	6	2	2.5	0.8	2.5	0.8	2.5	0.8
20	8	7	2	7	2	7	2	2.8	0.8	2.8	0.8	2.8	0.8
21	8	7	2	7	2	7	2	2.7	0.8	2.7	0.8	2.7	0.8
22	8	7	2	7	2	7	2	2.5	0.7	2.5	0.7	2.5	0.7
23	9	8	2	8	2	8	2	2.8	0.7	2.8	0.7	2.8	0.7
24	9	8	2	8	2	8	2	2.7	0.7	2.7	0.7	2.7	0.7
25	9	8	3	8	3	8	3	2.6	1.0	2.6	1.0	2.6	1.0

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PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

9th Floor Holding

Target Ratios	
Nurse to patient ratio	1 : 3
UA to patient ratio	1 : 10

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and UAs
Staff exclusions	Managers, and directors
Unit of service	Holding Census
Target RNs	includes charge RN

Holding Census	Target RNs	Number of Staff						Hours per Pt					
		7A-3P		3P-11P		11P-7A		7A-3P		3P-11P		11P-7A	
		Min RNs	UAs	Min RNs	UAs	Min RNs	UAs	RNs	Unlicensed	RNs	Unlicensed	RNs	Unlicensed
1	2	2	0	2	0	2	0	16.0	0.0	16.0	0.0	16.0	0.0
2	2	2	0	2	0	2	0	8.0	0.0	8.0	0.0	8.0	0.0
3	2	2	0	2	0	2	0	5.3	0.0	5.3	0.0	5.3	0.0
4	2	2	0	2	0	2	0	4.0	0.0	4.0	0.0	4.0	0.0
5	3	2	1	2	1	2	1	3.2	1.6	3.2	1.6	3.2	1.6
6	3	2	1	2	1	2	1	2.7	1.3	2.7	1.3	2.7	1.3
7	3	2	1	2	1	2	1	2.3	1.1	2.3	1.1	2.3	1.1
8	4	3	1	3	1	3	1	3.0	1.0	3.0	1.0	3.0	1.0
9	4	3	1	3	1	3	1	2.7	0.9	2.7	0.9	2.7	0.9
10	4	3	1	3	1	3	1	2.4	0.8	2.4	0.8	2.4	0.8

1447 HOSPITAL FOR SPECIAL SURGERY
PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

9E Floor Holding

Target Ratios	
Nurse to patient ratio	1 : 3
UA to patient ratio	1 : 10

Key alignment features:	
Staff inclusions	All RNs, Charge Nurses, and UAs
Staff exclusions	Managers, and directors
Unit of service	Holding Census
Target RNs	includes charge RN

Holding Census	Target RNs	Number of Staff						Hours per Pt					
		7A-3P		3P-11P		11P-7A		7A-3P		3P-11P		11P-7A	
		Min RNs	UAs	Min RNs	UAs	Min RNs	UAs	RNs	Unlicensed	RNs	Unlicensed	RNs	Unlicensed
1	2	2	0	2	0	2	0	16.0	0.0	16.0	0.0	16.0	0.0
2	2	2	0	2	0	2	0	8.0	0.0	8.0	0.0	8.0	0.0
3	2	2	0	2	0	2	0	5.3	0.0	5.3	0.0	5.3	0.0

1447 HOSPITAL FOR SPECIAL SURGERY
PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

1st Floor PACU

Target Ratios	
Min Nurse to patient ratio	1 : 3
Target Nurse to patient ratio	1 : 2
PCA to patient ratio	1 : 10

Key alignment features:	
Staff inclusions	RNs, Charge Nurses, and PCAs
Staff exclusions	Managers, and directors
service	PACU Census
Target RNs	includes charge RN

PACU census	Target RNs	Number of Staff						Hours per Pt					
		7A-3P		3P-11P		11P-7A		7A-3P		3P-11P		11P-7A	
		Min RNs	PCAs	Min RNs	PCAs	Min RNs	PCAs	RNs	Unlicensed	RNs	Unlicensed	RNs	Unlicensed
1	2	2	0	2	0	2	0	16.0	0.0	16.0	0.0	16.0	0.0
2	2	2	0	2	0	2	0	8.0	0.0	8.0	0.0	8.0	0.0
3	2	2	0	2	0	2	0	5.3	0.0	5.3	0.0	5.3	0.0
4	3	2	0	2	0	2	0	4.0	0.0	4.0	0.0	4.0	0.0
5	4	2	1	2	1	2	1	3.2	1.6	3.2	1.6	3.2	1.6
6	4	2	1	2	1	2	1	2.7	1.3	2.7	1.3	2.7	1.3
7	5	2	1	2	1	2	1	2.3	1.1	2.3	1.1	2.3	1.1
8	5	3	1	3	1	3	1	3.0	1.0	3.0	1.0	3.0	1.0
9	6	3	1	3	1	3	1	2.7	0.9	2.7	0.9	2.7	0.9
10	6	3	1	3	1	3	1	2.4	0.8	2.4	0.8	2.4	0.8

1447 HOSPITAL FOR SPECIAL SURGERY
PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

4th Floor PACU

Target Ratios	
Min Nurse to patient ratio	1 : 3
Target Nurse to patient ratio	1 : 2
PCA to patient ratio	1 : 10

Key alignment features:	
Staff inclusions	RNs, Charge Nurses, and PCAs
Staff exclusions	Managers, and directors
Unit of service	PACU Census
Target RNs	includes charge RN

PACU census	Target RNs	Number of Staff						Hours per Pt					
		7A-3P		3P-11P		11P-7A		7A-3P		3P-11P		11P-7A	
		Min RNs	PCAs	Min RNs	PCAs	Min RNs	PCAs	RNs	Unlicensed	RNs	Unlicensed	RNs	Unlicensed
1	2	2	0	2	0	2	0	16.0	0.0	16.0	0.0	16.0	0.0
2	2	2	0	2	0	2	0	8.0	0.0	8.0	0.0	8.0	0.0
3	2	2	0	2	0	2	0	5.3	0.0	5.3	0.0	5.3	0.0
4	3	2	0	2	0	2	0	4.0	0.0	4.0	0.0	4.0	0.0
5	4	2	1	2	1	2	1	3.2	1.6	3.2	1.6	3.2	1.6
6	4	2	1	2	1	2	1	2.7	1.3	2.7	1.3	2.7	1.3
7	5	2	1	2	1	2	1	2.3	1.1	2.3	1.1	2.3	1.1
8	5	3	1	3	1	3	1	3.0	1.0	3.0	1.0	3.0	1.0
9	6	3	1	3	1	3	1	2.7	0.9	2.7	0.9	2.7	0.9
10	6	3	1	3	1	3	1	2.4	0.8	2.4	0.8	2.4	0.8
11	7	4	1	4	1	4	1	2.9	0.7	2.9	0.7	2.9	0.7
12	7	4	1	4	1	4	1	2.7	0.7	2.7	0.7	2.7	0.7
13	8	4	1	4	1	4	1	2.5	0.6	2.5	0.6	2.5	0.6
14	8	5	1	5	1	5	1	2.9	0.6	2.9	0.6	2.9	0.6
15	9	5	2	5	2	5	2	2.7	1.1	2.7	1.1	2.7	1.1
16	9	5	2	5	2	5	2	2.5	1.0	2.5	1.0	2.5	1.0
17	10	6	2	6	2	6	2	2.8	0.9	2.8	0.9	2.8	0.9
18	10	6	2	6	2	6	2	2.7	0.9	2.7	0.9	2.7	0.9
19	11	6	2	6	2	6	2	2.5	0.8	2.5	0.8	2.5	0.8
20	11	7	2	7	2	7	2	2.8	0.8	2.8	0.8	2.8	0.8
21	12	7	2	7	2	7	2	2.7	0.8	2.7	0.8	2.7	0.8
22	12	7	2	7	2	7	2	2.5	0.7	2.5	0.7	2.5	0.7
23	13	8	2	8	2	8	2	2.8	0.7	2.8	0.7	2.8	0.7
24	13	8	2	8	2	8	2	2.7	0.7	2.7	0.7	2.7	0.7
25	14	8	3	8	3	8	3	2.6	1.0	2.6	1.0	2.6	1.0
26	14	9	3	9	3	9	3	2.8	0.9	2.8	0.9	2.8	0.9
27	15	9	3	9	3	9	3	2.7	0.9	2.7	0.9	2.7	0.9
28	15	9	3	9	3	9	3	2.6	0.9	2.6	0.9	2.6	0.9
29	16	10	3	10	3	10	3	2.8	0.8	2.8	0.8	2.8	0.8
30	16	10	3	10	3	10	3	2.7	0.8	2.7	0.8	2.7	0.8
31	17	10	3	10	3	10	3	2.6	0.8	2.6	0.8	2.6	0.8
32	17	11	3	11	3	11	3	2.8	0.8	2.8	0.8	2.8	0.8
33	18	11	3	11	3	11	3	2.7	0.7	2.7	0.7	2.7	0.7
34	18	11	3	11	3	11	3	2.6	0.7	2.6	0.7	2.6	0.7
35	19	12	4	12	4	12	4	2.7	0.9	2.7	0.9	2.7	0.9
36	19	12	4	12	4	12	4	2.7	0.9	2.7	0.9	2.7	0.9
37	20	12	4	12	4	12	4	2.6	0.9	2.6	0.9	2.6	0.9
38	20	13	4	13	4	13	4	2.7	0.8	2.7	0.8	2.7	0.8
39	21	13	4	13	4	13	4	2.7	0.8	2.7	0.8	2.7	0.8
40	21	13	4	13	4	13	4	2.6	0.8	2.6	0.8	2.6	0.8
41	22	14	4	14	4	14	4	2.7	0.8	2.7	0.8	2.7	0.8
42	22	14	4	14	4	14	4	2.7	0.8	2.7	0.8	2.7	0.8
43	23	14	4	14	4	14	4	2.6	0.7	2.6	0.7	2.6	0.7
44	23	15	4	15	4	15	4	2.7	0.7	2.7	0.7	2.7	0.7
45	24	15	5	15	5	15	5	2.7	0.9	2.7	0.9	2.7	0.9
46	24	15	5	15	5	15	5	2.6	0.9	2.6	0.9	2.6	0.9
47	25	16	5	16	5	16	5	2.7	0.9	2.7	0.9	2.7	0.9
48	25	16	5	16	5	16	5	2.7	0.8	2.7	0.8	2.7	0.8
49	26	16	5	16	5	16	5	2.6	0.8	2.6	0.8	2.6	0.8
50	26	17	5	17	5	17	5	2.7	0.8	2.7	0.8	2.7	0.8

1447 HOSPITAL FOR SPECIAL SURGERY
PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

9th Floor PACU

Target Ratios	
Min Nurse to patient ratio	1 : 3
Target Nurse to patient ratio	1 : 2
PCA to patient ratio	1 : 10

Key alignment features:	
Staff inclusions	RNs, Charge Nurses, and PCAs
Staff exclusions	Managers, and directors
Unit of service	PACU Census
Target RNs	includes charge RN

PACU census	Target RNs	Number of Staff						Hours per Pt					
		7A-3P		3P-11P		11P-7A		7A-3P		3P-11P		11P-7A	
		Min RNs	PCAs	Min RNs	PCAs	Min RNs	PCAs	RNs	Unlicensed	RNs	Unlicensed	RNs	Unlicensed
1	2	2	0	2	0	2	0	16.0	0.0	16.0	0.0	16.0	0.0
2	2	2	0	2	0	2	0	8.0	0.0	8.0	0.0	8.0	0.0
3	2	2	0	2	0	2	0	5.3	0.0	5.3	0.0	5.3	0.0
4	3	2	0	2	0	2	0	4.0	0.0	4.0	0.0	4.0	0.0
5	4	2	1	2	1	2	1	3.2	1.6	3.2	1.6	3.2	1.6
6	4	2	1	2	1	2	1	2.7	1.3	2.7	1.3	2.7	1.3
7	5	2	1	2	1	2	1	2.3	1.1	2.3	1.1	2.3	1.1
8	5	3	1	3	1	3	1	3.0	1.0	3.0	1.0	3.0	1.0
9	6	3	1	3	1	3	1	2.7	0.9	2.7	0.9	2.7	0.9
10	6	3	1	3	1	3	1	2.4	0.8	2.4	0.8	2.4	0.8
11	7	4	1	4	1	4	1	2.9	0.7	2.9	0.7	2.9	0.7
12	7	4	1	4	1	4	1	2.7	0.7	2.7	0.7	2.7	0.7
13	8	4	1	4	1	4	1	2.5	0.6	2.5	0.6	2.5	0.6
14	8	5	1	5	1	5	1	2.9	0.6	2.9	0.6	2.9	0.6
15	9	5	2	5	2	5	2	2.7	1.1	2.7	1.1	2.7	1.1
16	9	5	2	5	2	5	2	2.5	1.0	2.5	1.0	2.5	1.0
17	10	6	2	6	2	6	2	2.8	0.9	2.8	0.9	2.8	0.9
18	10	6	2	6	2	6	2	2.7	0.9	2.7	0.9	2.7	0.9

1447 HOSPITAL FOR SPECIAL SURGERY
PATIENT CARE SERVICES

STAFFING GUIDELINES - 2024

9E PACU

Target Ratios	
Min Nurse to patient ratio	1 : 3
Target Nurse to patient ratio	1 : 2
PCA to patient ratio	1 : 10

Key alignment features:	
Staff inclusions	RNs, Charge Nurses, and PCAs
Staff exclusions	Managers, and directors
Unit of service	PACU Census
Target RNs	includes charge RN

		Number of Staff						Hours per Pt					
		7A-3P		3P-11P		11P-7A		7A-3P		3P-11P		11P-7A	
PACU census	Target RNs	Min RNs	PCAs	Min RNs	PCAs	Min RNs	PCAs	RNs	Unlicensed	RNs	Unlicensed	RNs	Unlicensed
1	2	2	0	2	0	2	0	16.0	0.0	16.0	0.0	16.0	0.0
2	2	2	0	2	0	2	0	8.0	0.0	8.0	0.0	8.0	0.0
3	2	2	0	2	0	2	0	5.3	0.0	5.3	0.0	5.3	0.0
4	3	2	0	2	0	2	0	4.0	0.0	4.0	0.0	4.0	0.0
5	4	2	1	2	1	2	1	3.2	1.6	3.2	1.6	3.2	1.6