

PFI # 1098 - ST JOSEPH'S HOSPITAL, YONKERS

UNIT - HALL 2

	Final Posted		
	DAY	EVENING	NIGHT
RNs	4	3	2
LPN	0	0	1
BHTs	4*	4*	3*
Unit Clerks	1**	**	**

Hall 2 is a 29 bed staffed adult psych unit with a census approximating 90%.

Under the new CBA, RN staffing for the day shift is 4 RNs, the evening shift is 3 RNs and the Night Shift is 2 RNs plus one LPN.

Management and Labor collaborated to identify the model whereby additional resources in the form of Behavioral Techs would be utilized to support the RNs. The Behavioral Tech staffing has been increased to 4 on day shift, 4 on evening shift and 3 on night shift.

Management is working with the staff towards the goal of maintaining this successful staffing model. Complaints, primarily due to unanticipated absenteeism, are reviewed and addressed timely. * Staffing for BHTs is based on a pooling methodology between Hall 2 and Hall 3 to better accommodate the needs of the psychiatric units. The pooled staff are assigned a home unit and can be reassigned to either of the inpatient psychiatric units as needed.

** Unit Clerks are assigned from a similar pool, Hall 2 and Hall 3 will share one (1) unit clerk for the day shift and will be covered by a floater for the night shift, Monday through Friday

Additional personnel supporting the RNs on the units include a transporter, social workers, activity therapist, Nurse Practitioner, Psych Leadership, EKG Technicians and physical therapists during the day, psychiatrists for days, evenings during the week and all shifts on the weekend and, for all shifts, Hospitalists, Residents, Respiratory Therapists and RN leadership.

Sitters are assigned to the unit to provide for one-to-one patient observation as needed.

All staffing levels are presented per shift and not intended to be at all times.

PFI # 1098 - ST JOSEPH'S HOSPITAL, YONKERS

UNIT - HALL 3

	Final Posted		
	DAY	EVENING	NIGHT
RNs	1	1	1
LPNs	1	1	1
BHTs	1*	1*	1*
Unit Clerks	1**	**	**

Hall 3 is a 14 bed staffed adult psych long term unit with a census approximating 90%.

This unit treats patients with a very low acuity and long length of stay (90 days or greater).

Under the new CBA, RN staffing for the day shift is 1 RN and 1 LPN, the evening shift is 1 RN and 1 LPN and the Night Shift is 1 RN and 1 LPN.

Management is working with the staff towards the goal of maintaining this successful staffing model. Complaints, primarily due to unanticipated absenteeism, are reviewed and addressed timely. Staffing for BHTs is based on a pooling methodology between Hall 2 and Hall 3 to better accommodate the needs of the psychiatric units. The pooled staff are assigned a home unit and can be reassigned to either of the inpatient psychiatric units as needed.

Unit Clerks are assigned from a similar pool, Hall 2 and Hall 3 will share one (1) unit clerk for the day shift and will be covered by a floater for the night shift, Monday through Friday

Additional personnel supporting the RNs on the units include a transporter, social worker activity therapist, Nurse Practitioner, Psych Leadership, EKG Technicians, physical therapists and a program director during the day, psychiatrists for days, evenings during the week and all shifts on the weekend and, for all shifts, Hospitalists, Residents, Respiratory Therapists and RN leadership.

Sitters are assigned to the unit to provide for one-to-one patient observation as needed.

All staffing levels are presented per shift and not intended to be at all times.

PFI # 1098 - ST JOSEPHS HOSPITAL, YONKERS

UNIT - HALL 5

	Final Posted			Management Proposal			Staff Proposal		
	DAY	EVENING	NIGHT	DAY	EVENING	NIGHT	DAY	EVENING	NIGHT
RNs	1:6	N/A	1:6	1:7	N/A	1:9	1:5	N/A	1:5
CNAs	2*	2*	2*	2*	2*	1*	1:8	1:8	1:8
Unit Clerks	1**	1**	**	1**	1**	**	1**	1**	1**

Hall 5 is a 21 bed unit with a census frequently at or below 65%.

Under the new CBA, RN staffing for all shifts is 1:6.

Management is working with staff towards the goal of maintaining successful staffing model.

Complaints, primarily due to unanticipated absenteeism, are reviewed and addressed timely. Staffing for CNAs and Unit Clerks are based on a pooling methodology to better accommodate the needs of the units. The pooled staff are assigned a home base and can be reassigned to any one of the med surg units as needed. Unit Clerks are assigned from the pool, Hall 5 will be assigned 1 unit clerk for the day and evening shifts and will be covered by a floater for the night shift

Additional personnel supporting the RNs on the units include a transporter, case manager.

EKG technicians and physical therapists during the day and, for all shifts, Hospitalists, Residents

Respiratory Therapists and RN leadership.

Sitters are assigned to the unit to provide for one-to-one patient observation as needed.

All staffing levels are presented per shift and not intended to be at all times.

PFI # 1098 - ST JOSEPH'S HOSPITAL, YONKERS

UNIT - HALL 6

	Final Posted					
	DAY	EVENING	NIGHT			
RNs	1:6	N/A	1:6			
CNAs	2*	2*	2*			
Unit Clerks	1**	1**	**			

	Management Proposal			Staff Proposal		
	DAY	EVENING	NIGHT	DAY	EVENING	NIGHT
RNs	1:7	N/A	1:9	1:5	N/A	1:5
RN Telemetry	1:4***	N/A	1:4***	1:4	N/A	1:4
CNAs	2*	2*	2*	1:8	1:8	1:8
CNAs Telemetry	included	included	included	1:6	1:6	1:6
Unit Clerks	1**	1**	**	1**	1**	1**

Hall 6 is a 28 bed unit, 16 beds of which are telemetry, with a census frequently at or below 65%.

There are not enough telemetry patients to support a separate and distinct telemetry unit.

Under the new CBA, RN Staffing for all shifts is 1:6 and within the RN staffing ratio, management

will make every attempt to have no more than four (4) telemetry patients assigned to an RN

Management is working with staff towards the goal of maintaining successful staffing model.

Complaints, primarily due to unanticipated absenteeism, are reviewed and

addressed timely. Staffing for CNAs and Unit Clerks are based on a pooling methodology to

better accommodate the needs of the units. The pooled staff are assigned a home base and can

be reassigned to any one of the med surg units as needed. Unit Clerks are assigned from the pool,

Hall 6 will be assigned 1 unit clerk for the day and evening shifts and will be covered by a floater

for the night shift

Technology is utilized to assist in the treatment of telemetry patients in the form of a beeper system which alerts the RN to a rhythm that needs to be addressed.

Additional personnel supporting the RNs on the units include a transporter, case manager.

EKG technicians and physical therapists during the day and, for all shifts, Hospitalists, Residents

Respiratory Therapists and RN leadership.

Sitters are assigned to the unit to provide for one-to-one patient observation as needed.

All staffing levels are presented per shift and not intended to be at all times.

PFI # 1098 - ST JOSEPH'S HOSPITAL, YONKERS

UNIT - HALL 7 - ICU

	Final Posted			Management Proposal			Staff Proposal		
	DAY	EVENING	NIGHT	DAY	EVENING	NIGHT	DAY	EVENING	NIGHT
RNs	1:2	N/A	1:2	1:2	N/A	1:2	1:2	N/A	1:2
CNAs	1*	1*	1*	2*	2*	2*	3	3	3
Unit Clerks	1**	1**	**	1**	1**	**	1**	1**	1**

Hall 7, Intensive Care Unit, is a 6 bed staffed unit with a census approximating 80%.

As per DOH regulations, the RN staffing ratio is at 1:2. Actual staffing levels throughout the previous year have consistently been at adopted clinical staffing plans.

Complaints, primarily due to unanticipated absenteeism, are reviewed and addressed timely.

* A C N A is assigned from the pool to the unit when the census hits 4 or greater. If the census exceeds 6 patients, a second C N A would be assigned to accommodate the additional workload and geography of the unit. ** Unit Clerks are assigned from the pool, ICU will be assigned 1 unit clerk for the day and evening shifts and will be covered by a floater for the night shift Monday through Friday.

Additional personnel supporting the RNs on the units include a transporter, case managers, EKG technicians, physical therapists and intensivists during the day and, for all shifts, Hospitalists, Residents, Respiratory Therapists and RN leadership.

Sitters are assigned to the unit to provide for one-to-one patient observation as needed.

All staffing levels are presented per shift and not intended to be at all times.

PFI # 1098 - ST JOSEPH'S HOSPITAL, YONKERS

UNIT - PERIOPERATIVE SERVICES

	OR/Endo (per case)	PACU	PACU-PEDS	AMB SURG
RNs	1	1:2	1:1	1:4
Surg Tech	1	N/A	N/A	N/A
Unit Clerks	1	1	N/A	1

Management and staff reached consensus on the staffing levels for Perioperative Services

Perioperative services is comprised of the Operating Room, Endoscopy Suite, PACU (Post Anesthesia Care Unit) and ASU (Ambulatory Services Unit)

The operating room is assigned 1 RN and 1 surgical tech per case. Endoscopy is assigned 1 RN and 1 endoscopy tech per case. PACU RN staffing is 1:2, and 1:1 for pediatric patients.

Ambulatory Surgery staffing is 1:4

Unit Clerks are assigned 1 for the Operating Room, and 1 shared between PACU and ASU

Additional personnel supporting the RNs on the units include a dedicated transporter, scheduler instrument tech, C N A, anesthesiologists and RN leadership.

Staffing levels that are presented per shift are not intended to be at all times.

PFI # 1098 - ST JOSEPH'S HOSPITAL, YONKERS

UNIT - EMERGENCY ROOM

	Final Posted			Management Proposal			Staff Proposal		
	DAY	EVENING	NIGHT	DAY	EVENING	NIGHT	DAY	EVENING	NIGHT
RNs	4	2	4	4	2	4	5	3	5
ED Tech	2*	2*	2*	2	2	2	5	5	5
Unit Clerks	1**	1**	1**	1**	1**	1**	1**	1**	1**

The emergency room is averaging 68 patients a day or approximately 4.9 patients per RN. RN staffing (based on 12 hour shifts) is 4 RNs for the day shift, 2 additional RNs for the Mid Shift and 4 RNs for the night shift. Two emergency room technicians are assigned to each shift.

Management is working with staff towards the goal of maintaining successful staffing model. Complaints, primarily due to unanticipated absenteeism, are reviewed and addressed timely. ** Unit Clerks are assigned from the pool, ED will be assigned 1 unit clerk for the day, evening and night shifts.

Additional personnel supporting the RNs in the emergency room include a transporter, physical therapists during the day, and psychiatrists and/or psychiatric nurse practitioner for days, evenings during the week and all shifts on the weekend and, for ALL shifts, Physicians and mid-levels providers, Residents, Respiratory Therapists and RN leadership.

Sitters are assigned to the unit to provide for one-to-one patient observation as needed.

All staffing levels are presented per shift and not intended to be at all times.

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UNIT - INTERVENTIONAL RADIOLOGY

IV

(per case)

RNs 1:1

Radiology Tech 1

Radiologist 1

Management and staff reached consensus on the staffing levels for Interventional Radiology

Interventional Radiology is performed in the Interventional Radiology Suite
(Post Anesthesia Care Unit) and ASU (Ambulatory Services Unit)

RN staffing is 1:1 for interventional radiation patients.

Additional personnel supporting the RNs on the units include a radiologist technician
and a radiologist.

Staffing levels that are presented per shift are not intended to be at all times.