

# Denver Health Inpatient and Emergency Department Master Nurse Staffing Plan

Approved by Nurse Staffing Committee August 2022. **Approved by Board of Directors 8.25.22**

AU#	Unit	National Professional Standards	Day Charge RN	Day RN	Day CNA/Tech/BHT	Day Clerk	Night Charge RN	Night RN	Night CNA/Tech	Night Clerk				
<b>Behavioral Health</b>														
601200	Adult Psychiatry	American Psychiatric Nurses Assoc. (APNA)	2	1 to 5-6	1 to 7	1	1	1 to 7	1 to 9	0				
601400	Adolescent Psychiatry	American Psychiatric Nurses Assoc. (APNA)	1	1 to 5-6	1 to 8	1 at 4 pts	1	1 to 10	1 to 10	0				
791900	Psych Emergency Services (PES)	American Psychiatric Nurses Assoc. (APNA)	1	4 RNs	3 BHTs	1	1	4 RNs	3 BHTs	0	Based on Average Daily Census up to 14.1			
<b>Progressive &amp; Critical Care</b>														
620500	3B Flex Progressive Care MICU Overflow & EMU	AACN	1	1:1, 1:2, or 1:3	1 when census gets to 8 pts	1 at 13	1	1:1, 1:2, or 1:3	1 when census gets to 8 pts	0	AACN uses the Synergy Model EMU is Epilepsy Monitoring Unit			
620200	Medical Intensive Care Unit (MICU)	AACN	1	1:1 or 1:2	1 at 14pts & 2 at 16pts	1 at 12pts	1	1:1 or 1:2	1 at 14pts and 2 at 16pts	0				
620100	Surgical Intensive Care Unit (SICU)	AACN	1	1:1 or 1:2	1 when census gets to 9 pts	1 at 12pts	1	1:1 or 1:2	1 when census gets to 9 pts	1 at 12pts				
Grant	Biocontainment Unit (BCU)	AACN (Innovative Model)	SICU	2-4 : 1 pt.	SICU	SICU	SICU	2-4 :1 pt.	SICU	SICU	Informed by consensus from NETEC			
<b>Acute Care</b>														
604000	4B General Surgery	AAMSN (Innovative Model)	1	1 to 4-5	1 to 9-12	1	1	1 to 5	1 to 9 - 13	1	Innovative Model with Gender Affirming Surgery and Care			
605000	4C Orthopedics	AAMSN	1	1 to 4-5	1 to 5 - 7	1	1	1 to 5	1 to 5 - 7	.33 at 12pts				
607000	9A Medicine and Oncology	AAMSN	1	1 to 4 - 5	1 to 12	1	1	1 to 4 - 5	1 to 12	1	Medicine, COVID + and Oncology patients			
608000	8A Medicine	AAMSN	1	1 to 4 - 5	1 to 8-12	1	1	1 to 4 - 5	1 to 9-13	1	Revised with Nurse Staffing Committee Approval (NSC) June 2022			
609500	7A Cardiology	AAMSN	1	1 to 5	1 to 9 - 12	1 at 11pts	1	1 to 5	1 to 9 - 13	1 at 12pts				
609000	6A Rehab/Medicine	AAMSN	1	1 to 5	1 to 8 - 11	1 at 9pts	1	1 to 5	1 to 8 - 11	.66 at 11pts				
611500	5W Oasis Transitional Care Unit	Innovative Model APRN Medical Director RN/LPN/CNA Skill Mix	1	1 to 6	1 to 10	0	1	1 to 7	1 to 14	0	With 14 pts Charge has 4 pts	Revised with NSC approval June 2022		
601600	Correctional Care Medical Facility	AAMSN (Innovative Model)	1	1:4-5	0	0	1	1:4-5	0	0	CNA/Tech added when census is 8			
785000	3M Acute Eating Disorder	Innovative Model with RN and BHT and CNA Skill Mix	1	1 to 5	1 to 1	1	1	1 to 5	1:1 except when we have B level pts. can watch on camera only on nights up to 6 i.e. would save 6 CNA's	Only until 2200				
<b>Women and Children's Services</b>														
772000	Labor and Delivery	AWHONN	1	staff 12 1:2 ratio	Surgical Tech: 1; Surgical Tech: 1 that clerks and is back up Mon-Fri	1 at 5pts	1	staff 11 1:2 ratio	Surgical Tech: 1	1 at 5pts				
603000	Mom and Baby	AWHONN	1	staff 9 1:6	1 fixed nursery, 1 variable at 32	1 at 10pts	1	staff 8 1:6	1 fixed nursery, 1 variable at 32 pts	1 at 10pts				
602000	Pediatrics	Society of Pediatric Nurses (SPN) and American Academy of Pediatrics (AAP)	1	staff 4 peds ratio 1: 4	1 @ 12 pts, often have sitters	1 at 7pts	1	staff 4 peds ratio 1: 4	variable at 32	1 at 7pts				
602000	Pediatric Intensive Care Unit (PICU)		1:02				1:02							
617500	Neonatal Intensive Care Unit (NICU)	NANN	1	staff 7-8 1: 2.5 ARN at 12 pts	0	1 fixed	1	staff 7-8 1: 2.5 ARN at 12 pts	0	1 fixed clerk				
<b>Emergency Departments</b>														
745000	Emergency Room	ENA	1	Triage RN: 2; RN: 13 (7a-7p); RN:+2 (11-11p); RN:+2 (1p-1a); RN:+2 (3p-3a)	6 (7a-7p); +1 (11a-11p); +1 (3a-3p)	2	1	Triage RN: 2; RN: 13	6 (7p-7a)	2				
745300	Pediatric Emergency Department and Urgent Care (PEDUC)	ENA	1	RN: 2 (7a-7p); RN:+1 (11-11p); RN:+1 (1p-1a); RN:+1 (3p-3a)	1	0	1	RN: 2 (7p-7a)	1	0				
745600	Clinical Decision Unit (CDU)	Best practices from Emergency/Obs providers	1	5	2	1	1	5	2	1				
<b>Master Nurse Staffing Plan Assumptions:</b>														
			Added by Boyle CNO											
Clinical Staff Nurses and Nurse Aides (CNAs) are assigned to patients in hospital units based on their successful training and competency completion.														
Patient to RN assignments noted above are based on an "on average" calculation, i.e. at times a 1:4-6 patient assignment is appropriate based on patient needs/acuity and the qualifications and competency of nurse staffing available.														
Staffing is aligned with national standards and guidelines. Staffing decisions and assignments are made by Charge RNs each shift based on patient needs (acuity) and the qualifications and competence of nursing staff available.														
Charge RNs and the Administrative Clinical Coordinator (ACC) oversee and guide nurse to patient assignments based on patient acuity, staff qualifications, experience and competence.														
Strategies to promote health, safety and welfare of employees and patients are included in staffing assumptions and are operationalized by the unit-based charge RN and the ACC.														
Inpatient Master Nurse Staffing Plan Guideline provides additional details related to staffing processes.														
4.26.22	Revised 4.26.22	by N. Nicholson ACNO with input from S. Smith 8A and 5W Nurse Mgr.					Changes noted in RED by Boyle CNO.							
4.26.22	Reviewed by K. Boyle CNO													
6.16.22	Nurse Staffing Committee review as part of Nurse Council Meeting on June 16, 2022	60% Approval												
8.14.22	Revised to remove OR. Only Inpatient and ED are required for HB 22-1401.													
8.22.22	Approved by Nurse Staffing Committee by 64% approval. By end of August increased to 97% approval.													
8.25.22	Approved by Board of Directors													



