

Denver Health Inpatient & Emergency Department Master Nurse Staffing Plan

11/06/25 Nurse Staffing Committee Approved Board of Directors Approved

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			
	Behavioral Health												
601200	Adult Psychiatry	American Psychiatric Nurses Assoc. (APNA)	2	1 to 5-6	1 to 7	1	1	After 1130pm 1 to 12	1 to 9	0			
601300	IMAP	APNA/AAMSN	1	1 to 4/5	1 to 6	1	1	1 to 4/5	1 to 6	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		
785000	3M Acute Eating Disorder	Innovative Model with RN and BHT and CNA Skill Mix	1	1 to 5	Level A & B 1 to 1 Level C 1 to 2 Camera Monitor 1 to 9	1	1	1 to 5	Level A 1:1 Level B & C 1:2 Camera Monitor 1:9	Only until 10 PM	Level A (Aspen) CNA 1:1 Days and Nights	Level B (Breckenridge) CNA 1:1 on Days CNA at Night.	Level C (Copper) No 1 CNA to 2 pts on Days No CNA at Night
	Progressive & Critical Care										AACN uses the Synergy Model		
620600	3B Progressive Care Unit (PCU)	AACN	1	1 to 3 or 1 to 4	1 at 6 pts	24 hours/week	1	1 to 3 or 1 to 4	1 at 6 pts	0			
620200	Medical Intensive Care Unit (MICU)	AACN	1	1 to 1 or 1 to 2	1 at 12pts & 2 at 16pts	1 at 12pts	1	1 to 1 or 1 to 2	1 at 12pts & 2 at 16pts	0			
620100	Surgical Intensive Care Unit (SICU)	AACN	1	1 to 1 or 1 to 2	1 at 12pts & 2 at 20pts	1 at 14pts	1	1 to 1 or 1 to 2	1 at 12pts & 2 at 20pts	1 at 14pts			
Grant	Biocontainment Unit (BCU)	AACN (Innovative Model)	SICU	2-4 to 1 pt.	SICU	SICU	SICU	2-4 :1 pt.	SICU	SICU	Informed by consensus from NETEC		
	Acute Care										Acute Care standards are 1:5 incorporating 1:6 for transparency around schedules at night that can have a 1:6		
605000	3B Orthopedics	AAMSN	1	1 to 5	1 to 8-10	1 at 12 pts	1	1 to 5	1 to 9-13	.33 at 12pts		CN can take patients when ratio increases to 6	
604000	4B General Surgery	AAMSN (Innovative Model)	1	1 to 5	1 to 9-12	1 at 12pts	1	1 to 5	1 to 9 - 13	1 at 25pts	Innovative Model with Gender Affirming Surgery and Care	CN can take patients when ratio increases to 6	
607000	9A Medicine and Oncology	AAMSN	1	1 to 5	1 to 10 - 12	1 at 12pts	1	1 to 5-6	1 to 13	1 at 25pts	Medicine, Oncology patients	CN can take patients when ratio increases to 6	
608000	8A Medicine	AAMSN	1	1 to 5	1 to 8-12	1 at 12pts	1	1 to 5-6	1 to 9-13	1 at 25pts		CN can take patients when ratio increases to 6	
609500	7A Cardiology	AAMSN	1	1 to 5	1 to 9 - 12	1 at 12pts	1	1 to 5 - 6	1 to 9 - 13	1 at 25pts		CN can take patients when ratio increases to 6	
609000	6A Medicine	AAMSN	1	1 to 5	1 to 8 - 12	1 at 12pts	1	1 to 5-6	1 to 9 - 13	1 at 25pts		CN can take patients when ratio increases to 6	
611500	5W Oasis Transitional Care Unit	Innovative Model APRN Medical Director RN/LPN/CNA Skill Mix	1	1 to 7	1 to 14	0	1	1 to 7	1 to 14	0	With 14 pts Charge has 4 pts		
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		

Women and Children's Services												
772000	Labor and Delivery	AWHONN	1	1 to 2	Surgical Tech: 1; Surgical Tech: 1 that clerks and is back up Mon-Fri	1 at 5	1	1 to 2	Surgical Tech: 1	1 at 5pts	OB Special Care unit located on M/B staffs at 1:3	
603000	Mom and Baby	AWHONN	1	1 to 6-8	1 fixed nursery, 1 variable at 12	1 at 10	1	1 to 6-8	1 fixed nursery, 1 variable at 12 pts	1 at 10pts		
602000	Pediatrics	Society of Pediatric Nurses (SPN) and American Academy of Pediatrics (AAP)	1	1 to 4-5	1 to 13	1 at 7	1	1 to 4-5	1 to 13	1 at 7pts		
602000	Pediatric Intensive Care Unit (PICU)			1 to 2-3				1 to 2-3				
617500	Neonatal Intensive Care Unit (NICU)	NANN	1	1 to 2.5-4 ARN at 14pts	0	1 fixed	1	2.5-4 ARN at 14pts	0	1 fixed clerk	*ARN: Admit Resource Nurse	
Emergency Departments												
745000	Emergency Room	ENA	1	Triage RN: 2 RN: 1:1 to 1:5 Based on Acuity	1 to 8-10	2	1	Triage RN: 2 RN: 1:1 to 1:5 based on Acuity	1 to 8-10	2		
745300	Pediatric Emergency Department and Urgent Care (PEDUC)	ENA	1	RN; 1:1 to 1:6 Based on acuity	1	0	1	RN: 1:1 to 1:6 Based on Acuity	1	0		
745600	Clinical Decision Unit (CDU)	Best practices from Emergency/Obs providers	1	1 to 5	1 to 2	0	1	1 to 5	1 to 2	0		
751039	WinterPark	ENA	1	RN: 2 RN: 1:1 to 1:4 based on acuity		2	N/A	N/A	N/A	N/A		

Master Nurse Staffing Plan Assumptions:												
	Added by Nicholson 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/acute 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 (acute) 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.											