## WPH 2022 Inpatient Nursing Staffing Plan

Developed and approved by the WPH Clinical Staffing Committee

<table>
<thead>
<tr>
<th>Department</th>
<th>Level of Care</th>
<th>Patient : RN Ratio Goal</th>
<th>Unit Description</th>
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</table>
| 2I         | Surge beds Medical Surgical | 4 : 1 | • Overflow unit, Adult Medical Surgical  
  • Telemetry cardiac monitoring |
| 4F         | Step Down     | 4 : 1 | • Adult Cardiac, ICU Step Down  
  • Central and telemetry cardiac monitoring, Ventilatory respiratory support  
  • COVID and non-COVID isolation patients |
| 4E         | Step Down     | 4 : 1 | • Adult Complex Medical and Surgical Stepdown, ICU Step Down  
  • Central and telemetry cardiac monitoring, Ventilatory respiratory support  
  • Stroke recovery |
| 4I         | Medical Surgical Orthopedics | 5 : 1 | • Adult Medical Surgical  
  • Telemetry cardiac monitoring  
  • Specialized orthopedic recovery |
| 5F         | Medical Surgical Oncology  | 5 : 1 | • Adult Medical Surgical  
  • Telemetry cardiac monitoring  
  • Oncology care, including end-of-life and hospice care |
| 5E         | Medical Surgical Postoperative  | 4 : 1 | • Adult Medical Surgical  
  • Telemetry cardiac monitoring  
  • Specialized postoperative recovery |
| 5I         | Medical Surgical  | 5 : 1 | • Adult Medical Surgical  
  • Telemetry cardiac monitoring  
  • Epilepsy care |
| 5I Peds    | Pediatric Medical Surgical | 3 : 1 | • Pediatric Medical Surgical  
  • Telemetry cardiac monitoring  
  • Epilepsy care |
| 6F         | Postpartum     | 5 : 1 | • Antepartum, Postpartum, and gynecological care  
  • Care of the well newborn |
| NICU       | Neonatal Intensive Care | 2 : 1 | • Level III Neonate Intensive Care  
  • Central Cardiac monitoring, Ventilatory respiratory support |
| ICU/CCU    | Adult Intensive Care | 2 : 1 | • Adult Medical and Surgical Intensive Care  
  • Central cardiac monitoring, Ventilatory respiratory support |
| L&D        | Labor & Delivery | 1.5 : 1 | • Labor and delivery  
  • Clinical assignments vary based on stage of labor |
Factors are considered and included, but not limited to, the following in the development of staffing plan by the clinical staffing committee:

- Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admissions and transfers
- Level of acuity and intensity of all patients and nature of the care to be delivered on each shift
- Skill mix of the staff
- Level of experience and specialty certification or training of nursing personnel providing care
- The need for specialized or intensive equipment
- The architecture and geography of the patient care unit, including but not limited to placement of patient rooms, treatment areas, nursing stations, medication preparation areas and equipment
- Mechanisms and procedures to provide for one-to-one patient observations, when needed
- Other special characteristics of the unit or community patient population
- Measures to increase worker and patient safety, which could include measures to improve patient throughput
- Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations and other health professional organizations
- Availability of other personnel supporting nursing services on the unit
- Coverage to enable registered nurses, licensed practical nurses and ancillary staff to take meal and rest breaks, planned time off, and unplanned absences that are reasonably foreseeable
- The predetermined NDNQI nurse sensitive metrics
- Hospital finances and resources as well as defined budget cycle must be considered in the development of the staffing plan
- Waiver of plan requirements in the case of an unforeseeable emergency where the hospital disaster plan is activated, or an unforeseen disaster or catastrophic event immediately affects or increases the need for healthcare services

Scope of Service for each Nursing department provided upon request. These include patient populations, delivery of care, staff training, and staff assignment process.

Clinical Staffing Committee membership and Minutes provided upon request.