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SEIU California Hospital Staffing Ratios and Standards

- These are minimum ratios.
- Final determination for staffing nurses will be made based on experience, competency and scope of practice of caregivers, a required patient classification staffing system and type of unit.
- The first nurse on every unit must be a registered nurse.

UNIT	PROPOSED	CURRENT	STANDARD
Well-baby Nursery	One RN/LVN: Six normal infants One RN/LVN: Four close observation infants One RN/LVN assigned to nursery: Five mothers admitted to L&D	One RN/LVN: Eight infants	American College of Obstetricians and Gynecologists, <i>Guidelines for Perinatal Care, 1997</i>
Intensive Care Nursery	No change in nurse to patient ratio One RCP: Two babies on ventilators	One RN: Two infants	SEIU Proposal pgs. 26-27
Perinatal	One RN: Two laboring patients One RN/LVN: Three Ante & Post-partum patients with complications One RN/LVN: Six Post-partum patients without complications One RN/LVN: Three mother/baby couplets One RN: Three ante-partum testing patients	None	American College of Obstetricians and Gynecologists, <i>Guidelines for Perinatal Care, 1997</i>
Pediatric	One RN/LVN: Three patients One RN: Three chemotherapy patients	None	American Academy of Pediatrics, 1978
Telemetry	One RN/LVN (up to 50% LVNs): Three patients One RN/LVN or other staff to observe monitor at all times.	None	SEIU Proposal pgs. 23-24
Step-down	One RN/LVN (up to 50% LVNs): Three patients	None	SEIU Proposal pgs. 29-30

Medical Surgical Emergency	One RN/LVN: Four patients One RN for triage A second RN for triage when 5 patients waiting for assessments and when the first triage RN is unable to reassess patients within 2 hours. One RN/LVN: Three patients One RN: One trauma patient One RN/LVN: Two critical care patients One RN: One patient	None None	SEIU Proposal pgs.13-15 SEIU Proposal pgs.18-19 American Academy of Emergency Medicine, Position paper, 2/22/01 Emergency Nurses Association, Letter to DHS, 2001 SEIU Proposal pg. 21
Neurosurgical Radiological Intervention		None	
Operating Room	No change proposed	One RN and one RN/LVN/ Tech: One patient	AORN/Title 22
Psychiatric	One RN/LVN: Two critical patients One RN/LVN: Three stepdown patients One RN/LVN: Five acute and subacute patients	None	HCFA & Title 22
ICU/CCU	No change in nurse to patient ratios. One RCP: Four patients on ventilators	One RN/LVN: Two patients	Title 22
Cardiovascular Surgery	No change proposed	Two RN/Techs: One patient	Title 22
Respiratory Care	One RCP: Two pediatric vent pts One RCP: Four adult vent pts At least two RCPs in house for each 100 bed hospital	None	SEIU Proposal

Recovery Room	One RN/LVN: Two patients One RN/LVN: One pediatric patient	None	SEIU Proposal pg. 17 ASPAN Staffing Guidelines
TIC/Intermediate	One RN/LVN: Five patients	None	SEIU Proposal pgs. 40-41
MEDICAL UNIT CLERKS	One unit or ward clerk whenever a unit has four or more patients. One unit or ward clerk to no more than 15 patients. One unit or ward clerk for each critical care unit. One unit or ward clerk for every ten patients in a telemetry unit.	None	SEIU Proposal pgs. 10-11