

Nursing Staffing Models

EMERGENCY CONTINGENCY STAFFING MODEL (v1.12/17/2020)

Purpose: To provide guidelines on staffing Emergency Department nursing care when there is a shortage of nurses due to increased census during a disaster or pandemic necessitating contingency ED plans.

Assumptions/Principles of Staffing

- 1) 1 ED RN (No team nursing) 1:4 / 1:2 (Usual ED staffing Care)
 - a. Discretion of charge nurse based on acuity
- 2) Contingency Staffing ED Model
 - a. 1:2 Staffing: ICU Level of Care Patients
 - b. 1:5 or 1:6 Staffing: Non-critical and stable patients

Assumptions of Care: Manager/Director Meeting with consideration of acuity and staffing potential 1:5/1:6

Contingency Model:

Deployed when RN shortage of staff in ED

May be activated by HCC in collaboration with NM/Director/CNO

Implement out of ratio:

1 RN to 2 Patients ICU level of care with 1 Support RN or ED Tech (when available)

1 RN to 5-6 Patients non-critical stable patients with 1 Support RN or ED Tech (when available)

Duties/ Documentation in EMR

- **RN**
 - Perform Physical Assessment
 - Administer all medications
 - Interprets ECG/Telemetry
 - Perform procedures etc
 - Empty drains
- **PCT**
 - Vital Signs – document and report
 - Splinting/Ortho braces
 - Assists RN staff

Reduce unnecessary tasks

Limit documentation requirements.

