# Staffing Trade-Off Analysis: Critical Care Unit

## Data Reported by Critical Care Unit Nurse Leaders[1]

| | RN-to-Patient Ratio[4] | RN-to-Assistant Ratio[5] | BSN Degree[6] | Specialty Certification[7] | <1 Year of Experience[8] | >5 Years of Experience[9] |
|---|---|---|---|---|---|---|
| For units with a **1:2 RN-to-patient ratio**, what are the median values of other key nurse staffing variables?[2] (*n=254*) | **1:2** | 1:0.13 | 63% | 30% | 5% | 60% |
| For units with a **1:3 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? (*n=20*) | **1:3** | 1:0.24 | 58% | 15% | 18% | 60% |
| For units on which **20% or less of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables?[3] (*n=15*) | 1:2 | 1:0.17 | **20%** | 15% | 10% | 80% |
| For units on which **50% of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=32*) | 1:2 | 1:0.13 | **50%** | 23% | 10% | 73% |
| For units on which **80% or more of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=70*) | 1:2 | 1:0.13 | **80%** | 28% | 5% | 60% |

1) Nurse managers, assistant nurse managers/supervisors, and nurse directors reported data for the single unit they oversee which has the largest number of staff nurses.
2) Based on the survey question "During a typical weekday shift on this unit, how many patients is each RN usually responsible for?" We selected the RN-to-patient ratios to include in the table based on the most common ratios we found in the data. If you do not see your unit's RN-to-patient ratio listed in the table, the ratio was not common in our sample.
3) Based on the survey question "On this unit, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?" For the sake of consistency across unit types, we show how 20% or less BSN preparation, 50% preparation, and 80% or more BSN preparation impact other key care team elements.
4) Based on the survey question "During a typical weekday shift on this unit, how many patients is each RN usually responsible for?"
5) Based on the survey questions "During a typical weekday shift on this unit, approximately how many Registered Nurses (RNs) provide patient care?" and "During a typical weekday shift on this unit, approximately how many unit-based nurse aides or techs (for example, CNAs, PCAs, PCTs) are dedicated to the unit?"
6) Based on the survey question "On this unit, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?"
7) Based on the survey question "On this unit, approximately what percentage of RNs hold a national specialty certification directly related to the type of work they do?"
8) Based on the survey question "On this unit, approximately what percentage of RNs have less than one year of nursing experience?"
9) Based on the survey question "On this unit, approximately what percentage of RNs have more than five years of nursing experience?"

Source: Nursing Executive Center 360-Degree Nurse Benchmarking Database, 2013.

# Staffing Trade-Off Analysis: Emergency Department

## Data Reported by Emergency Department Nurse Leaders[1]

| | RN-to-Patient Ratio[4] | RN-to-Assistant Ratio[5] | BSN Degree[6] | Specialty Certification[7] | <1 Year of Experience[8] | >5 Years of Experience[9] |
|---|---|---|---|---|---|---|
| For units with a **1:3 RN-to-patient ratio**, what are the median values of other key nurse staffing variables?[2] (*n=26*) | **1:3.0** | 1:0.26 | 60% | 23% | 10% | 70% |
| For units with a **1:4 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? (*n=63*) | **1:4.0** | 1:0.29 | 50% | 20% | 5% | 70% |
| For units with a **1:5 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? (*n=14*) | **1:5.0** | 1:0.35 | 45% | 20% | 5% | 58% |
| For units on which **20% or less of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables?[3] (*n=18*) | 1:4.0 | 1:0.35 | **15%** | 5% | 5% | 78% |
| For units on which **50% of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=21*) | 1:4.0 | 1:0.25 | **50%** | 20% | 5% | 80% |
| For units on which **80% or more of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=17*) | 1:6.0 | 1:0.31 | **85%** | 15% | 5% | 80% |

1) Nurse managers, assistant nurse managers/supervisors, and nurse directors reported data for the single unit they oversee which has the largest number of staff nurses.
2) Based on the survey question "During a typical weekday shift on this unit, how many patients is each RN usually responsible for?" We selected the RN-to-patient ratios to include in the table based on the most common ratios we found in the data. If you do not see your unit's RN-to-patient ratio listed in the table, the ratio was not common in our sample.
3) Based on the survey question "On this unit, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?" For the sake of consistency across unit types, we show how 20% or less BSN preparation, 50% preparation, and 80% or more BSN preparation impact other key care team elements.
4) Based on the survey question "During a typical weekday shift on this unit, how many patients is each RN usually responsible for?"
5) Based on the survey questions "During a typical weekday shift on this unit, approximately how many Registered Nurses (RNs) provide patient care?" and "During a typical weekday shift on this unit, approximately how many unit-based nurse aides or techs (for example, CNAs, PCAs, PCTs) are dedicated to the unit?"
6) Based on the survey question "On this unit, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?"
7) Based on the survey question "On this unit, approximately what percentage of RNs hold a national specialty certification directly related to the type of work they do?"
8) Based on the survey question "On this unit, approximately what percentage of RNs have less than one year of nursing experience?"
9) Based on the survey question "On this unit, approximately what percentage of RNs have more than five years of nursing experience?"

# Staffing Trade-Off Analysis: OB-GYN/Labor and Delivery Unit

## Data Reported by OB-GYN/Labor and Delivery Unit Nurse Leaders[1]

| | RN-to-Patient Ratio[4] | RN-to-Assistant Ratio[5] | BSN Degree[6] | Specialty Certification[7] | <1 Year of Experience[8] | >5 Years of Experience[9] |
|---|---|---|---|---|---|---|
| For units with a **1:2 RN-to-patient ratio**, what are the median values of other key nurse staffing variables?[2] *(n=60)* | **1:2.0** | 1:0.20 | 45% | 33% | 5% | 80% |
| For units with a **1:3 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? *(n=21)* | **1:3.0** | 1:0.20 | 50% | 30% | 5% | 75% |
| For units with a **1:4 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? *(n=21)* | **1:4.0** | 1:0.17 | 40% | 25% | 0% | 85% |
| For units on which **20% or less of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables?[3] *(n=26)* | 1:4.0 | 1:0.20 | **10%** | 25% | 5% | 80% |
| For units on which **50% of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? *(n=21)* | 1:2.0 | 1:0.20 | **50%** | 30% | 5% | 80% |
| For units on which **80% or more of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? *(n=14)* | 1:2.0 | 1:0.24 | **90%** | 45% | 10% | 78% |

# Staffing Trade-Off Analysis: Psychiatric/Behavioral Health Unit

## Data Reported by Psychiatric/Behavioral Health Unit Nurse Leaders[1]

| | RN-to-Patient Ratio[4] | RN-to-Assistant Ratio[5] | BSN Degree[6] | Specialty Certification[7] | <1 Year of Experience[8] | >5 Years of Experience[9] |
|---|---|---|---|---|---|---|
| For units with a **1:5 RN-to-patient ratio**, what are the median values of other key nurse staffing variables?[2] (*n=26*) | **1:5** | 1:0.63 | 43% | 5% | 5% | 70% |
| For units with a **1:6 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? (*n=24*) | **1:6** | 1:0.71 | 40% | 5% | 3% | 75% |
| For units with a **1:7 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? (*n=14*) | **1:7** | 1:1.00 | 50% | 5% | 5% | 68% |
| For units on which **20% or less of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables?[3] (*n=30*) | 1:6 | 1:0.73 | **5%** | 5% | 0% | 80% |
| For units on which **50% of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=15*) | 1:6 | 1:0.67 | **50%** | 10% | 5% | 60% |
| For units on which **80% or more of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=18*) | 1:6 | 1:0.67 | **85%** | 10% | 5% | 75% |

1) Nurse managers, assistant nurse managers/supervisors, and nurse directors reported data for the single unit they oversee which has the largest number of staff nurses.
2) Based on the survey question "During a typical weekday shift on this unit, how many patients is each RN usually responsible for?" We selected the RN-to-patient ratios to include in the table based on the most common ratios we found in the data. If you do not see your unit's RN-to-patient ratio listed in the table, the ratio was not common in our sample.
3) Based on the survey question "On this unit, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?" For the sake of consistency across unit types, we show how 20% or less BSN preparation, 50% preparation, and 80% or more BSN preparation impact other key care team elements.
4) Based on the survey question "During a typical weekday shift on this unit, how many patients is each RN usually responsible for?"
5) Based on the survey questions "During a typical weekday shift on this unit, approximately how many Registered Nurses (RNs) provide patient care?" and "During a typical weekday shift on this unit, approximately how many unit-based nurse aides or techs (for example, CNAs, PCAs, PCTs) are dedicated to the unit?"
6) Based on the survey question "On this unit, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?"
7) Based on the survey question "On this unit, approximately what percentage of RNs hold a national specialty certification directly related to the type of work they do?"
8) Based on the survey question "On this unit, approximately what percentage of RNs have less than one year of nursing experience?"
9) Based on the survey question "On this unit, approximately what percentage of RNs have more than five years of nursing experience?"

# Staffing Trade-Off Analysis: Telemetry Unit

## Data Reported by Telemetry Unit Nurse Leaders[1]

| | RN-to-Patient Ratio[4] | RN-to-Assistant Ratio[5] | BSN Degree[6] | Specialty Certification[7] | <1 Year of Experience[8] | >5 Years of Experience[9] |
|---|---|---|---|---|---|---|
| For units with a **1:4 RN-to-patient ratio**, what are the median values of other key nurse staffing variables?[2] (*n=54*) | **1:4** | 1:0.38 | 50% | 10% | 10% | 55% |
| For units with a **1:5 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? (*n=38*) | **1:5** | 1:0.50 | 40% | 10% | 10% | 63% |
| For units with a **1:6 RN-to-patient ratio**, what are the median values of other key nurse staffing variables? (*n=18*) | **1:6** | 1:0.50 | 65% | 10% | 10% | 50% |
| For units on which **20% or less of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables?[3] (*n=15*) | 1:5 | 1:0.50 | **15%** | 5% | 20% | 50% |
| For units on which **50% of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=15*) | 1:4 | 1:0.43 | **50%** | 10% | 10% | 70% |
| For units on which **80% or more of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=18*) | 1:4 | 1:0.37 | **80%** | 20% | 10% | 58% |

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# Staffing Trade-Off Analysis: Ambulatory Centers

## Data Reported by Ambulatory Center Nurse Leaders[1]

| | RN-to-Patient Ratio[4] | RN-to-Non-Provider Staff Ratio[5] | BSN Degree[6] | Specialty Certification[7] | <1 Year of Experience[8] | >5 Years of Experience[9] |
|---|---|---|---|---|---|---|
| For sites with **2 to 3 patients daily per RN**, what are the median values of other key nurse staffing variables?[2] (*n*=22) | **1:2.4** | 1:0.21 | 55% | 28% | 0% | 100% |
| For sites with **5 to 6 patients daily per RN**, what are the median values of other key nurse staffing variables? (*n*=19) | **1:5.5** | 1:0.24 | 60% | 45% | 0% | 95% |
| For sites with **8 to 10 patients daily per RN**, what are the median values of other key nurse staffing variables? (*n*=21) | **1:8.8** | 1:0.50 | 50% | 25% | 0% | 90% |
| For sites at which **20% or less of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables?[3] (*n*=19) | 1:4.7 | 1:0.33 | **10%** | 10% | 0% | 95% |
| For sites at which **40% to 60% of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n*=33) | 1:5.7 | 1:0.28 | **50%** | 50% | 0% | 100% |
| For sites at which **80% or more of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n*=31) | 1:7.0 | 1:0.25 | **85%** | 50% | 0% | 100% |

1) Nurse managers, assistant nurse managers/supervisors, and nurse directors reported data for the single ambulatory center where they work which has the largest number of staff nurses.
2) Based on the survey questions "During a typical weekday at this site, approximately how many Registered Nurses (RNs) are present?" and "During a typical weekday at this site, approximately how many patients are seen?" We selected the RN-to-patient ratios to include in the table based on the most common ratios we found in the data. If you do not see your site's RN-to-patient ratio listed in the table, the ratio was not common in our sample.
3) Based on the survey question "At this site, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?" For the sake of consistency across site types, we show how 20% or less BSN preparation, 40% to 60% BSN preparation, and 80% or more BSN preparation impact other key care team elements.
4) Based on the survey questions "During a typical weekday at this site, approximately how many Registered Nurses (RNs) are present?" and "During a typical weekday at this site, approximately how many patients are seen?"
5) Non-provider staff includes LPNs and assistants. Based on the survey question "During a typical weekday at this site, approximately how many Registered Nurses (RNs) are present?" and "During a typical weekday at this site, approximately how many of the following staff are present? Licensed Practical Nurses (LPNs)/Licensed Vocational Nurses (LVNs); Assistants (for example, CNAs, PCAs, PCTs, MAs, NAs)."
6) Based on the survey question "At this site, approximately what percentage of Registered Nurses (RNs) have a Bachelor of Science in Nursing (BSN) degree?"
7) Based on the survey question "At this site, approximately what percentage of RNs hold a national specialty certification directly related to the type of work they do?"
8) Based on the survey question "At this site, approximately what percentage of RNs have less than one year of nursing experience?"
9) Based on the survey question "At this site, approximately what percentage of RNs have more than five years of nursing experience?"

Source: Nursing Executive Center 360-Degree Nurse Benchmarking Database, 2013.

# Staffing Trade-Off Analysis: Post-Acute Care Organizations

## Data Reported by Post-Acute Care Nurse Leaders[1]

| | RN-to-Patient Ratio[4] | RN-to-LPN Ratio[5] | RN-to-Assistant Ratio[5] | BSN Degree[6] | Specialty Certification[7] | <1 Year of Experience[8] | >5 Years of Experience[9] |
|---|---|---|---|---|---|---|---|
| For organizations with **5 to 6 patients per RN**, what are the median values of other key nurse staffing variables?[2] (*n=22*) | **1:5.2** | 1:0.09 | 1:0.55 | 38% | 10% | 0% | 90% |
| For organizations with **8 to 10 patients per RN**, what are the median values of other key nurse staffing variables? (*n=15*) | **1:9.5** | 1:0.50 | 1:1.50 | 30% | 10% | 5% | 85% |
| For organizations with **15 to 25 patients per RN**, what are the median values of other key nurse staffing variables? (*n=17*) | **1:20.0** | 1:0.86 | 1:3.00 | 40% | 10% | 5% | 80% |
| For organizations at which **20% or less of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables?[3] (*n=20*) | 1:8.0 | 1:0.33 | 1:1.75 | **13%** | 5% | 5% | 78% |
| For organizations at which **40% to 60% of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=23*) | 1:9.5 | 1:0.50 | 1:1.00 | **40%** | 15% | 5% | 80% |
| For organizations at which **80% or more of staff RNs have a BSN degree**, what are the median values of other key nurse staffing variables? (*n=12*) | 1:5.0 | 1:0.08 | 1:0.72 | **90%** | 20% | 0% | 98% |

1) Nurse managers, assistant nurse managers/supervisors, and nurse directors reported data for the single post-acute care organization where they work which has the largest number of staff nurses.
2) For skilled nursing facilities and long-term acute care hospitals, based on survey question "During a typical weekday shift at this facility, how many patients is each RN usually responsible for?" For home health agencies and hospice providers, based on survey questions "During a typical weekday for this organization, approximately how many Registered Nurses (RNs) provide patient care?" and "During a typical weekday for this organization, approximately how many patients are seen?" We selected the RN-to-patient ratios to include in the table based on the most common ratios we found in the data. If you do not see your site's RN-to-patient ratio listed in the table, the ratio was not common in our sample.
3) Based on the survey question "At this site, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?" For the sake of consistency across site types, we show how 20% or less BSN preparation, 40% to 60% BSN preparation, and 80% or more BSN preparation impact other key care team elements.
4) For skilled nursing facilities and long-term acute care hospitals, based on survey question "During a typical weekday shift at this facility, how many patients is each RN usually responsible for?" For home health agencies and hospice providers, based on survey questions "During a typical weekday for this organization, approximately how many Registered Nurses (RNs) provide patient care?" and "During a typical weekday for this organization, approximately how many patients are seen?"
5) For skilled nursing facilities and long-term acute care hospitals, based on survey questions "During a typical weekday shift at this facility, approximately how many Registered Nurses (RNs) provide patient care?" and "During a typical weekday shift at this facility, approximately how many Licensed Practical Nurses (LPNs)/Licensed Vocational Nurses (LVNs) provide patient care? Approximately how many nurse aides or techs (for example, CNAs, PCAs, PCTs) are dedicated to the facility?" For home health agencies and hospice providers, based on survey questions "During a typical weekday for this organization, approximately how many Registered Nurses (RNs) provide patient care?" and "During a typical weekday for this organization, approximately how many Licensed Practical Nurses (LPNs)/Licensed Vocational Nurses (LVNs) provide patient care? Approximately how many aides provide patient care?"
6) Based on the survey question "At this organization, approximately what percentage of staff nurses have a Bachelor of Science in Nursing (BSN) degree?"
7) Based on the survey question "At this organization, approximately what percentage of RNs hold a national specialty certification directly related to the type of work they do?"
8) Based on the survey question "At this organization, approximately what percentage of RNs have less than one year of nursing experience?"
9) Based on the survey question "At this organization, approximately what percentage of RNs have more than five years of nursing experience?"

Source: Nursing Executive Center 360-Degree
Nurse Benchmarking Database, 2013.