

MAY 19 1955

Office Memorandum •

DEPARTMENT Faribault State School and Hospital

TO : A. F. Angster

FROM : E. J. Engberg, M. D., Superintendent

DATE: May 17, 1955

SUBJECT: Clifford Lobel's Material Relative to Nursing Personnel in the Hospitals for the Mentally Retarded.

We have carefully reviewed the materials submitted with your memorandum of May 5. I am sorry that it has not been possible to submit this reply earlier, but the delay has been unavoidable.

We agree with Mr. Lobel in his recommendation to provide good nursing care and supervision of our patients except that the immediate staffing pattern he proposed for professional nurses and Aides is inadequate.

In order to determine the additional nursing personnel we should recommend to the 1955 legislature in order to correct under-staffing, we studied very carefully our population of 3245 patients who were distributed through 66 wards, varying from those for eleven to those for one hundred eleven patients. In order to determine the number of additional nursing personnel we should recommend to the 1955 legislature as the immediate staffing pattern for Psychiatric Aides I and II and Graduate Nurses I and II, we determined the number in these combined classes should be increased from 361 to 471.

However as no additional nursing or other personnel were authorized by the 1955 legislature, our staffing pattern in the coming biennium will remain essentially unchanged since the time of our study. We shall have 15 professional nurses, exclusive of the Director of Nursing and the nurse-instructor, giving a ratio of 1 to 217; 365 Aides, of whom 1 is an Aide IV, 9 Aides III, 92 Aides II, and 263 are Aides I, with a ratio of 1 to 8.89 patients for Aides of all grades. This provides a total of 380 nursing care personnel. However, this is not sufficient to provide for even 1 employee on each of the three shifts for all wards. As a result 1 Aide on some shifts must take care of patients in two or three wards in order to provide more than one staff member on the more difficult wards. However, none can be sufficiently covered to provide adequately for the supervision and care necessary for the safety, treatment and care of their patients.

Mr. Lobel's recommendation for immediate staffing would provide 32 professionally trained nurses and 216 aides and would provide only 248 nursing personnel. This would represent 113 less persons than our present staff and 223 less than we had determined from our study necessary to meet our immediate goal.

However, Mr. Lobel's long range plan would be excellent as it would provide 128 professional nurses and 541 aides or a total nursing staff of 669.

in other
Our proportion of professional nurses to aides has not been determined but we hope it will become possible to continue the practice of recent years to

A. F. Angster

- 2 -

May 17, 1955

replace aides whenever the duties of the position require a qualified professionally trained person to perform them adequately if professional nurses are available.

We are submitting this in duplicate should you wish an extra copy. We are also returning Dr. Cameron's memorandum and the materials prepared by Mr. Lobel which was attached, as requested.