

January 29, 1960

To: The Task Force Members

Re: Wage adjustments for Psychiatric Nurses in State Hospitals

From: Psychiatric Nurses of Faribault State School and Hospital

We wish to present the following brief:

1. Psychiatric Nursing is a highly specialized field requiring special abilities and training.
2. Psychiatric Nurses are few in number so each must necessarily assume administrative, teaching and supervisory duties in addition to usual nursing duties of direct care of patients, carrying out Doctor's orders, charting, rounds etc.
 - a. The State of Minn. is financing scholarships for Psychiatric Nurses to increase the numbers of nurses in state hospitals.
 - b. It was pointed out at the last Minn. Nurses Convention by Julia C. Thompson, American Nurses Association Washington Representative, that because of the shortage of nurses the Federal Government is financing education at the teaching and supervisory levels.
3. The Psychiatric Nurse has responsibility for greater numbers of patients in State Institutions.
4. Nationally the average salary for Psychiatric Nurses is \$32 per month higher than the average salary for General Hospital Nurses.
5. The salary of Psychiatric Nurses in Minnesota State Hospitals has been based on average salary of Nurses in General Hospitals and Nursing Homes (which is lower than the General Hospital)
6. The last wage increase granted by legislature, the Psychiatric Aide was granted a "5 range" increase and the Registered Nurse only a "3 range" increase. This appears to be discriminatory toward Registered Nurses.
7. When the Legislature grants wage increases to State Hospital Employees, we recommend that a "2 range" increase be granted to Registered Nurses in addition to any raise that is granted to all State Employees.

The following statement is taken from "Bulletin of the Joint Commission on Accreditation of Hospitals (Psychiatric)"

"For accreditation of a Psychiatric Hospital, graduate nurse coverage on a twenty four hour basis for all patients is required. There must be a graduate nurse on duty at all times to assume responsibility for care of patients. This requirement of the Commission is based on the fact that judgement is required to insure the safety of patients and only a graduate nurse has the knowledge and educational background to exercise this judgment. This means that if a nursing aide or licensed practical nurse is on duty during the evening and night hours on a ward with patients who do not need skilled nursing service there must be a graduate nurse supervisor who makes rounds and is available at a moments notice to give skilled nursing care."

Our institution has registered nurse supervision as follows:

Acute Hospital 186 patients - 34 hour registered nurse supervision

East Grove Division 767 patients

Morning - one registered nurse supervision with no relief

Afternoon - no registered nurse supervision

Night -- One registered nurse supervision

Skinner Division 750 patients

Morning - one registered nurse supervision with no relief

Afternoon - no registered nurse supervision

Night - no registered nurse supervision

Sunny Side Division 835 patients

Morning - one registered nurse supervision with no relief

Afternoon -- no registered nurse supervision

Night - no registered nurse supervision

Green Acres Division 719 patients

Morning - one registered nurse supervising with no relief

Afternoon - no registered nurse supervision

Night - no registered nurse supervision

Grandview 70 patients

No registered nurse supervision except occasional rounds by the Director of Nurses.

Dairy 26 patients

No registered nurse supervision except occasional rounds by the Director of Nurses.

This shows that our institution has:

3157 patients with no afternoon registered nurse supervision and

3390 patients with no night registered nurse supervision.

We have 33 buildings and there are no registered nurses assigned as charge nurses.