

PROJECTION TOWARD TOTAL WARD STAFF PERSONNEL NEEDS
Faribault State School and Hospital
March 4, 1965

Projecting on a basis of a population of 2800 with the determination of overall ratio for 7-day 24-hour coverage including all relief we have determined that to meet the standards of the American Association on Mental Deficiency we would require a total of 1138 ward and nursing staff personnel, exclusive of necessary supervisors. This determination has been made in accordance with the six categories of residents as described on page 72 of Monograph Supplement to American Journal of Mental Deficiency, January 1964, entitled, "Standards for State Residential Institutions for the Mentally Retarded."

786 residents requiring Individual Level of Care with employee:patient ratio of 1:1.6.....	491 employees
1088 residents requiring Group Level of Care with employee:patient ratio of 1:2.7.....	403 employees
926 residents requiring Custodial Level of Care with employee:patient ratio of 1:3.8.....	<u>244</u> employees
Total	1138 employees

We regard the staffing of Categories I and II to be what should be provided for our residents receiving Individual care and we would provide an overall ratio of 1:1.6; we regard the staffing of Categories III and IV to be what should be provided for our residents receiving Group care and we would provide an overall ratio of 1:2.7; we regard the staffing of Categories V and VI to be what should be provided for our residents receiving Custodial care and we would provide an overall ratio of 1:3.8.

The staffing for the various levels of care has been planned in accordance with the definitions adopted in conference with Dr. Bartman at the MD/E Institution Administrators' meeting February 1st, namely:

Survival Care - A program which provides residents with the physical care and supervision necessary to preserve life but it cannot, however, reasonably assure that the resident will not suffer serious injury or physical neglect.

Custodial Care - A program which reasonably assures that the resident will not suffer serious injury or physical neglect and attempts to maintain him as he is. Such a program however, fosters "institutionitis" and dependency so that the resident cannot learn and grow as he should.

Group Care - A program which combats "institutionitis" and over-dependency by providing the resident with opportunities to learn and grow in small groups. The individual needs of the resident cannot ordinarily be determined and met at this level.

Individual Care - A program designed to determine and meet the needs of the individual resident based on professionally accepted practices of care, education, and treatment.

Research Program - A program which fosters discovery by questioning current practices, evaluating new ideas, and introducing them into the program through special projects such as pilot studies. (What further staff would be required would depend upon the nature of the research and might or might not require additional nursing and ward personnel.)

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