

CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

November 7, 1994

To The Honorable, The City Council:

Please find attached a response to Awaiting Report Item No. 57, regarding an informational picket conducted at The Cambridge Hospital by nurses represented by The Massachusetts Nursing Association, received from John G. O'Brien, Hospital Administrator.

Very truly yours,

Robert W. Healy
City Manager

RWH/mev
attachment



The Cambridge Hospital



1493 Cambridge Street, Cambridge, Massachusetts 02139 (617) 498-1000

November 3, 1994

Mr. Robert W. Healy
City Manager
City Hall
City of Cambridge
Cambridge, MA 02139

Dear Mr. Healy:

I am writing in regards to City Council Order #14, dated 10/24/94, regarding an informational picket conducted at The Cambridge Hospital by nurses represented by The Massachusetts Nursing Association (MNA). As discussed, this job action is directly related to protracted negotiations the City is having with the MNA as well as staffing changes made at the hospital. Relative to staffing changes, the facts are as follows:

Nursing staff reductions for FY'95

- 3 FTE Nursing Supervisors
- .11 FTE Staff Development
- Staff Nurse Reductions totaled 11.06 FTE
- Staff Nurse Additions totaled 4.33 FTE. These additions were in the area of Mental Health & Addictions, where programmatic changes were scheduled for July, 1995.
- The net reduction was 9.84 FTE.
- In total, of a workforce of nearly 1300 employees only three individuals actually lost their jobs, accepting voluntary layoffs. One of the three employees was recently re-hired and the other two are subject to re-hire as vacancies occur.

Nursing Supervisors, (who routinely performed non-clinical tasks), were replaced by a new job category of personnel - Hospital Support Coordinators. These coordinators have assumed all of these non-clinical functions.

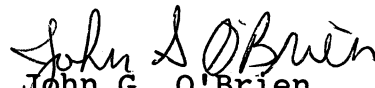
Additional supports to address clinical issues have been instituted. Both Nursing Management and Nursing Administrative staff are on-call for these issues on a 24-hour basis. To date, no calls have been received re: clinical issues.

YTD acuity (severity of illness) data reflects adequate staffing levels for our inpatient population. Nursing hours per patient day were recently analyzed by an independent consultant. The results of this study revealed TCH nursing hours per patient day are well above industry benchmarks in every service delivery area. The 1994 Massachusetts Hospital Association/Massachusetts Organization of Nursing Executives Nursing Supply Survey indicates that while utilization of inpatient beds has been steadily declining, the overall pattern of budgeted R.N. FTE's has remained relatively constant. The conclusion of this study, in which TCH is a participant, is that statewide, levels of nurse staffing are adequate to meet the needs of patient care. Clearly all of TCH data indicate that staffing levels at this institution are adequate as well.

We will continue to bargain in earnest with the MNA. We have always done so as evidenced by the fact that TCH nurse salaries and benefits are well above Metro Boston averages. We will be negotiating with the MNA again in the coming weeks. We will continue to attempt to identify and work to correct legitimate staffing concerns of our nurses. None have been identified to date.

I hope these statistics address any concerns members of the City Council may have. Please contact me if you require additional information.

Sincerely,


John G. O'Brien
Administrator

cc: Melvin H. Chalfen, M.D.

Consent Agenda #25

S- 480

Response to an Awaiting Report Item
No. Fifty-seven, regarding an
informational picket conducted at
the Cambridge Hospital.

In City Council,

November 7, 1994

Placed on file