

Table 4. Total required staff based on WISN

Unit	Professional category	Current Number			Required Number			Shortage or excess			Ratio			Workload pressure		
		2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
PCU A	RN	5	5	5	5	6	5	0	-1	0	1.00	0.83	1.00	Normal	High	Normal
	LPN	10	10	10	9	12	12	1	-2	-2	1.11	0.83	0.83	None	High	High
PCU B	RN	5	5	5	7	6	6	-2	-1	-1	0.71	0.83	0.83	High	High	High
	LPN	10	10	10	10	14	13	0	-4	-3	1.00	0.71	0.77	Normal	High	High
PCU C	RN	8	8	8	9	10	9	-1	-2	-1	0.89	0.80	0.89	High	High	High
	LPN	16	16	16	14	26	19	2	-10	-3	1.14	0.62	0.84	None	High	High
PCU D	RN	4	4	4	6	5	4	-2	-1	0	0.67	0.80	1.00	High	High	Normal
	LPN	8	8	8	7	11	12	1	-3	-4	1.14	0.73	0.67	None	High	High
PCU E	RN	7	7	7	9	9	11	-2	-2	-4	0.78	0.78	0.64	High	High	High
	LPN	14	14	14	16	19	16	-2	-5	-2	0.88	0.74	0.88	High	High	High
PCU F	RN	11	11	11	13	11	10	-2	0	1	0.85	1.00	1.10	High	Normal	None
	LPN	22	22	22	19	26	19	3	-4	3	1.16	0.85	1.16	None	High	None
PCU G	RN	5	5	5	8	9	7	-3	-4	-2	0.63	0.56	0.71	High	High	High
	LPN	10	10	10	10	16	15	0	-6	-5	1.00	0.63	0.67	Normal	High	High
PCU H	RN	6	6	6	8	7	6	-2	-1	0	0.75	0.86	1.00	High	High	Normal
	LPN	12	12	12	11	15	13	1	-3	-1	1.09	0.80	0.92	None	High	High
PCU I	RN	6	6	6	9	8	8	-3	-2	-2	0.67	0.75	0.75	High	High	High
	LPN	12	12	12	10	14	11	2	-2	1	1.20	0.86	1.09	None	High	None
PCU J	RN	5	6	6	6	6	7	-1	0	-1	0.83	1.00	0.86	High	Normal	High
	LPN	10	12	12	9	14	17	1	-2	-5	1.11	0.86	0.71	None	High	High
PCU L	RN	10	10	10	9	10	9	1	0	1	1.11	1.00	1.11	None	Normal	None
	LPN	20	20	20	18	26	23	2	-6	-3	1.11	0.77	0.87	None	High	High
PCU M	RN	7	7	7	7	8	9	0	-1	-2	1.00	0.88	0.78	Normal	High	High
	LPN	14	14	14	14	16	17	0	-2	-3	1.00	0.88	0.82	Normal	High	High
PCU N	RN	5	5	5	7	7	7	-2	-2	-2	0.71	0.71	0.71	High	High	High
	LPN	10	10	10	15	24	18	-5	-14	-8	0.67	0.42	0.56	High	High	High

RN = Registered nurse; LPN = Licensed practical nurse