

MCI Staffing Information Fact Sheet

A team approach is clearly needed to provide patient care; however, there are disciplines such as nursing, physicians and those that provide clinical support that are critical for a response to a MCI.

Assigning Staff by Casualty Acuity Levels

The START disaster triage color-coding method used in Florida to sort patients by their acuity level may be extended to assign other clinical staff to treatment areas. Many Florida hospitals use the Start2Finish model to identify bed or treatment space, supplies and staff support for each acuity level.

Hospital Staffing by Capabilities

Acuity Level	Staffing Capabilities
Red	ACLS/BLS, PALS, Trauma certification and/or ED experience; Critical Care Certification and/or experience.
Yellow	ACLS (preferred but not required); BLS; Specialty experience if needed (psych, peds, OB, other)
Green	BLS; Specialty experience if needed (pediatric, obstetric, wound, orthopedic, other)
Black	Experience in Hospice, Oncology, Pain Management,

- Clinical staff can be gathered immediately from those licensed practitioners working in non-direct care roles and/or those assigned to outpatient care areas that may experience temporary diversion of patients due to the event. Hospitals should consider pre-defining such personnel as potential MCI response staff. Off-duty staff may support surge staffing.
- Agency or contracted traveler staff may be requested, if available.
- Hospitals may activate mutual aid agreements with other hospitals.
- Medical Reserve Corps volunteers, who are pre-registered and credentialed may support alternate care sites. They are requested by a hospital through their local ESF-8 contact.

All staff responding to a MCI should report to the Hospital's Staff Staging area to be assigned. Staff can only work within their licensed scope of practice and must be supervised as appropriate for their disciplines.

A sample **Hospital Staffing Request Form** can be located on the [Florida Department of Health, Hospital Preparedness webpage](#).

Staffing Standards for Emergencies, Disasters and Catastrophes

Healthcare workforce staffing capacity may be viewed for conventional, contingency and crisis scenarios.

Conventional Capacity:

- Staffing is consistent with daily standards and includes facility accommodation for an emergency such as a major MCI that triggers the activation of the hospital's emergency operations plan.
- Staffing is limited to existing staff to provide care at a facility and may include staff whose administrative or non-clinical duties can be shifted to provide clinical care during an incident (e.g., supervisors, managers, educators).

Contingency Capacity:

- Staffing is functionally equivalent to usual patient care practices.
- Additional staff are needed for treatment areas when are needed when demands of the incident exceed community resources.
- Treatment areas may include staff from within the institution assigned to duties they can safely perform with supervision or from outside staff imported to meet clinical demands. For example, a floor nurse may provide basic nursing care for burn patients or non-clinical or untrained personnel may provide non-critical responsibilities.

Crisis Capacity:

- Staffing is only available for sufficiency of care associated with a catastrophic event.
- Staffing may include those assigned to perform clinical care that is outside the scope of their usual responsibilities or training.

Functional Categories of Acute Care Personnel

Licensed practitioners may be grouped into major functional categories. An "extender" group within each category may be considered for MCI staffing support. The major functional groups include:

- Nursing

- Physicians
- Clinical Support Staff
- Social Services
- Mental Health Staff

Extenders to each functional group include those requiring supervision from one of the licensed categories. Extenders may also include students from each of the professional groups. **Staff may only work within their licensed scope of practice and should be supervised as appropriate for their disciplines.**

Functional Group	Licensees	Extenders
Nursing	RN; ARNP; ARNP/CNS; CNS; CNM	LPN; EMT; EMT-P; CNA; Students: RN; ARNP; LPN; CNA/PCT; EMT; EMT-P
Physicians	MD; DO; DPM	DDS; DVM Students: DDS; DO; DPM; DDS; DVM
Clinical Support	Respiratory: RRT; RCP Pharmacy: RPh Radiology Lab: MLT Rehab: RPT; OTR	Respiratory: CRT Pharmacy: Techs Radiology: RT Lab: MT Rehab: PTA; OTA Students: Respiratory; Pharmacy; Radiology; Lab; Physical Therapy; Occupational Therapy; Speech Therapy
Social Services	LSW	Social & Human Services Assistant; Social & Community Service Manager; Human Services Technician; Child Care Worker Students: Social Work

Mental Health	Psychiatrist; Psychologist	Psychiatric Technician; Mental Health Counselor
---------------	-------------------------------	---

Types of Specialists Needed

Initial surge areas in an MCI consist of the Emergency Department (ED), Operating Room (OR), Post-Anesthesia Care Unit (PACU) and Intensive Care Units (ICU). Staffing may need to be supported in these clinical treatment areas. Clinical and other support staff may also be required. It is within the higher acuity level treatment areas where dedicated staff may be needed to provide safe, quality care.

Category	Type	Category	Type
MD's	Emergency Medicine	RN's	Emergency Services
	Trauma Surgeons		OR
	General Surgeons		ICU
	Neurosurgeons		PACU
	Thoracic Surgeons		LDRP
	Orthopedic Surgeons		Pediatric
	Vascular Surgeons		Psychiatric
	Maxillofacial Surgeons		Surgical Services
	Ophthalmologists	Clinical Support	Radiology
	ENT MD's		Lab
	Anesthesiologists		Pharmacy
	Obstetricians		Social Services
	Pediatric Surgeons	Other	Environmental Services

	Plastic Surgeons		Security
	Radiologists	SME's	Chief Medical Officer
	Psychologists		Radiation Safety Officer
	Internists		
	Intensivists		Infection Prevention Practitioner
	Hospitalists		

Medical and Nursing Staffing Needed per MCI Type

Types of Medical and Nursing Staffing Needed per MCI Type														
MCI Category	Trauma Surgeon	General Surgeon	Orthopedic Surgeon	Neurological	Thor Surgeon	Vasc Surgeon	Internal Medicine	Pulmonary	Infectious Disease	Pediatric	OB -GYN	Hem - Oncology	Radiation Oncology	Behavioral Health
Chemical							X			X	X			X
Bio							X	X	X	X	X			X
Radiologic							X			X	X	X	X	X
Nuclear	X	X					X			X	X	X	X	X
Explosive	X	X	X	X	X	X	X	X		X	X			X
Tornado	X	X	X	X		X	X	X		X	X			X
Hurricane							X			X	X			X
Flooding							X			X	X			X
Earthquake	X	X	X	X	X	X	X			X	X			X
Wildfire		X					X			X	X			X
Transportation Crash	X	X	X	X	X	X	X	X		X	X			X