

# Saint Mary's Unit Staffing Plan Float Pool

## Nursing Scope of Service

### Patient Population & Nursing Scope of Service

The registered nurse (RN) for the float pool will provide nursing care to wide variety of patients within SMRH. During every shift, the RN will be a member of a nursing team that provides direct nursing care to a specific unit within the hospital. It is quite conceivable that the RN may start their shift in one unit and then based on a change in census and acuity be transferred or moved to a different unit to meet patient and operational requirements.

### Services Not Provided

- Nursing support to the flight team

### Leadership of Unit

- Director
- Manager Patient Services
- Manager of Nursing Support Services
- Educator

### Professional Standards

- Qualifications and Competencies (varies from department and specialty)
  - RN License, BLS, and two years of nursing experience in the Medical/Surgical, Telemetry, Critical Care, or Emergency Services. Specialty departments will have applicable certifications as indicated (i.e. ACLS, TNCC, PALS or any other certification specified)
- Nurse Practice Organization: (varies from department specialty)
  - € American Nurses Association

### Competency of Caregivers

All nursing staff are oriented and trained upon hire to medical/surgical units and the Cardiac unit and are able to demonstrate competency in the direct care of the aggregate patient population served. Specialty training is provided to specialty units, for example, ICU, ED, NICU, etc. upon organization need and RNs expressing the desire to obtain specialty training.

- Documentation of orientation for each unit served will be in the individual nursing staff member's orientation packet and kept on file.
- Each nursing staff member will also receive skills training and review via education provided through the learning management system and skills days.

- Individual department staffing plans will be provided at time of orientation. These plans are also made available on the units at all times.

### **Staffing Personnel**

- Registered Nurses
- CNA
- Student Externs

### **Shift By Shift Staffing – Float Pool**

The goal is to staff based upon the needs of each unit. The staff will be floated to unit they are trained and determined to be competent in. The unit staffing plans will vary from each department. Each units staffing plan is made available at orientation and on the unit.

The formal process for managing patient flow includes (but is not limited to):

- Overall acuity and workload of the floor with respect to patient turnover (Admission, Discharges and Transfers)
- Charge Nurse/Bedside Nurse/Leadership assessment of ability to safely manage current patient assignment and assume an admission.
- If the acuity of the unit is determined to be high, or admissions are pending, the charge nurse can:
  1. Assess ability for Charge Nurse to take patient(s) assignment
  2. Bring in extra staff or limit the amount of patients to be admitted until the acuity or volume decreases by coordinating with the Hospital Supervisor and Bed Planning.

The RN uses the following chain of command for any concerns or issues related to staffing:

- Charge Nurse
- House Supervisors
- Unit Nurse Manager or Supervisor
- Director
- Administrator On Call
- Chief Nursing Officer/ACNO
- Regional Chief Nursing Officer

### **Outcomes and Quality**

The staffing plan's effectiveness will be evaluated using the following measurements as applicable: patient experience, staffing dashboard, and nursing sensitive indicators.

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Reviewed and approved by staffing committee on: 7/18/2024

Next Review Due 8/2025

Reviewed and/or made available to staff on: (via staff meetings, email, huddles)