

FLOATING OF STAFF	Document No.	HR.14
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1.0 Purpose

To provide staffing flexibility to client organizations that use THPs while ensuring patient safety and continuity of care.

2.0 Scope

This policy applies to all THPs.

3.0 Policy

All THPs are expected to float to like units or assignments for which they are qualified through training and experience as defined by Favorite's standards. THPs should not accept a float assignment if they do not have the skills to provide a competent level of care.

4.0 Definitions

4.1 Float (or floating) - Refers to a change in work assignments to a unit or specialty other than the one originally scheduled.

4.2 Favorite's Standards – Refers to policies which specify minimum qualifications for experience, education, and testing to be eligible for employment on an assignment.

5.0 Responsibilities

5.1 The THP is responsible for compliance with professional nursing standards and regulations regarding scope of practice and professional competence. The THP shall maintain and update their credentials and skills checklist.

5.2 Branch staff is responsible for assigning THPs to work in areas where they are competent. The branch staff also acts as a THP advocate in situations where a client wants to float the THP to a unit or specialty outside their comfortable scope of practice.

6.0 Procedures

6.1 THPs shall be made aware of the necessity to float during the application and orientation process.

- 6.2 THPs shall complete skills and age specific checklists and provide an accurate and complete history of educational and work experience. The THP shall update this information as necessary.
- 6.3 The THP shall be tested for competence in their respective practice areas.
- 6.4 Information about the THPs areas of competence and experience is entered into the computerized scheduling system.
- 6.5 THPs are oriented to facilities where they may be assigned as necessary.
- 6.6 THPs are instructed to be flexible when asked to float and to contact Favorite immediately if they are given an assignment which they would be unable to perform safely.