



REGISTERED NURSE – FLOAT POOL JOB DESCRIPTION

Department: Nursing
Position Title: Registered Nurse – Float Pool
Reports To: CNO
Revised: 6/25/2021 Rev 1

POSITION SUMMARY

The Registered Nurse – Float Pool will provide nursing care to wide variety of patients within Tucson ER & Hospital. During every shift, the Registered Nurse – Float Pool 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 a Registered Nurse – Float Pool 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 operational requirements. However, it is possible that a Registered Nurse – Float Pool may spend extended periods of time in one nursing unit to help balance off long-term absences (i.e. illness, holidays, maternity leave, etc.). While working within a nursing unit the Registered Nurse – Float Pool acts as a patient advocate and facilitates communication between the patient, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching and relationship development that will best meet the needs of the patient.

Based on patient census and acuity throughout Tucson ER & Hospital the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RNs practice. This scope includes medical-surgical, telemetry and acute care (i.e. emergency department).

POSITION REQUIREMENTS:

- Graduate of an accredited school of nursing with current licensure with the State Board of Nurse Examiners. License must be in good standing.
- 2-year minimum RN staff experience in medical/surgical or telemetry environment. Experience in three or more different nursing units (i.e. ICU, pediatrics, medicine, surgery, OR, psychiatric, emergency) is preferred.
- Each Registered Nurse – Float Pool will be required to successfully complete related education in the emergency department nursing unit within their first year of hire.
- Credentials BLS, ACLS, and PALS
- TNCC and NRP, recommended
- NIH Stroke Scale certification, recommended.
- Comprehensive knowledge and understanding (as outlined in clinical competencies review) of:
 - Age-specific care of patients.
 - Understanding of family dynamics and appropriate interaction.
 - Clinical competencies in abnormal lab or test values, medications and interactions.



- In addition, the Registered Nurse – Float Pool must be able to acquire within a reasonable time frame and remain current with the following training appropriate to their areas of specialty which include but are not limited to:
 - Emergency drugs
 - IV therapy
 - Electrical Defibrillation
 - Cardiac Monitoring
 - ECG
 - Ventilator
 - Hemodynamic Monitoring
- Demonstrates an aptitude and willingness to learn new responsibilities
- Excellent verbal and written communication skills
- Excellent organization, interpersonal, and customer service skills
- Ability to work independently, make decisions, meet deadlines, multi-task and solve problems; working under a moderate to high degree of pressure
- Proficiency in PC software, especially word processing and spreadsheet programs
- Experience with a hospital-based computer system

PRIMARY RESPONSIBILITIES

1. The Registered Nurse – Float Pool provides direct nursing care to a wide variety of patients requiring continuous 24-hour medical and nursing treatment using a problem-solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients within Tucson ER & Hospital. The Registered Nurse – Float Pool will:

- Assess, plan implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assist patients to achieve their optimum level of health in situations of normal health, illness injury or through the process of dying
- Advocate the dignity and self-respect of patients
- Promote the autonomy of patient and help them to express their health needs and values to obtain appropriate information and services
- Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required
- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice

2. The Registered Nurse – Float Pool facilitates, implements and modifies patient and family education/ teaching based on the needs of the patient. The Registered Nurse – Float Pool will:

- Use a holistic approach to facilitate individual learning of patients and their families upon admission and transfer or discharge in relation to patient illness or injury (i.e. self-care, health promotion, etc)



- Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs
- Research, develop, revise and evaluation an ongoing basis, educational resources necessary to support patients
- Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan established by the health care team for the patients care and treatment.

3. The Registered Nurse – Float Pool assumes accountability for the standard of care delivered toward determining and achieving patient care goals. The Registered Nurse – Float Pool will:

- Make decisions necessary to promote change and ultimate outcome of goal attainment
- Communicate with other members of the health care team regarding the patient’s health care to provide continuity of care and promote collaborative efforts directed toward quality patient care
- Take a lead role in disaster responses within the unit they are assigned to
- Direct and supervise the functions of others who are providing direct care and support (certified nurse assistance, patient care technicians, etc.)
- Ensure adequate staffing levels during all shifts (i.e. calling in appropriate staff to ensure compliance with AZ Administrative CODE R9-10-214)

4. The Registered Nurse – Float Pool advocates for practice environments to have the organizational and resource allocations necessary for safe, competent and ethical nursing care. The Registered Nurse – Float Pool will:

- Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients, clients and others in the setting
- Orient new employees to unit specific programs
- Participate in committees, task forces and research projects as related to the Float Pool

5. Additional Requirements:

- Lab: Shows knowledge and competencies in lab duties.
 - Perform laboratory patient testing and reporting as assigned by the Laboratory Direction.
 - Perform laboratory tests as described in the Laboratory Procedure Manual.
 - Maintain a current Procedure Manual.
 - Collect appropriate specimens from patients.
 - i. Checks two patient identifiers prior to collection and labeling.
 - ii. Labels specimens at the patient’s bedside.
 - Prepare or instruct patients for specimen collection in age-appropriate dialog.
 - Prepare specimens to be sent out to a reference laboratory.
 - Follow all laboratory safety policies and procedures.
 - Run controls and document as described in the QC Policy.
 - Calibrate all laboratory instruments, where applicable, as described in the Laboratory Policy and Procedures Manual.
 - Maintain all laboratory instruments as indicated by the manufacturers. In the event of instrument failure, follow the manufacturer’s trouble-shooting procedures.



- Maintain laboratory safety equipment in proper working order to ensure their effectiveness and maintain personal protection supplies as needed.
- Maintain all laboratory work surfaces; clean and disinfect against potentially infectious material.
- Maintain all laboratory records as described in the Laboratory Policy and Procedures Manual.
- Make all laboratory records and documents available for inspection by the Laboratory Director, Technical Consultant, or CLIA Inspectors.
- Order laboratory supplies as needed to ensure that laboratory functions and services will not be interrupted.
 - i. Follow all directives in the Laboratory Policy and Procedure Manual.

PHYSICAL REQUIREMENTS

- Constant: Vision (close, distance, color, peripheral, depth and ability to adjust focus); Hearing; Speaking; Use hands to finger, handle or feel objects, tools or controls; Walk; Sit; Balance; Repetitive motions
- Frequent: Bend, Squat, Twist, Push/Pull up to 20 pounds without assistance; up to 50 with assistance; Lift/Carry up to 20 pounds without assistance; up to 50 pounds with assistance
- Occasional: Climb, Kneel, Crouch, Distinguish Colors, Exposure to noise/high-pitched noise, Exposure to hazards, allergens, toxins/chemicals/detergents
- Rarely: Exposure to potential electric shock; Work in confined area

WORK ENVIRONMENT

- OSHA Category I: Normal routine involves exposure to blood, bodily fluid, or tissue and as part of their employment.

Print Name of Employee Signature of Employee Date

Print Name of Management Signature of Management Date