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## Neuroscience Spine Float Buddy Program

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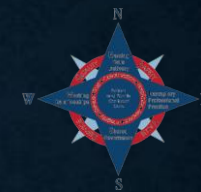
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# Neuroscience Spine Float Buddy Program

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## Are YOU a Buddy?



**CENTRA CARE**  
St. Cloud Hospital



## Why?

In our commitment as a unit to role model best practice as we support the staff that float to us from other departments, we initiated a new process so all staff that come to our unit will feel welcome, well-prepared, and supported in their roles with our patient population, environment, and our team. It has been identified that we had opportunities related to resources for staff floating from other units.

See policy for reinforcement of Float Buddy Program

TITLE: Staffing/Scheduling: Floating, Inter-Unit.  
An experienced "resource" person on the receiving unit will be assigned to the floating staff member. Each individual is responsible for their own actions and must inform the person delegating to him/her whenever an assignment is beyond his/her level of comfort or expertise.

<b>TITLE: Staffing/Scheduling: Floating, Inter-Unit</b>	Page 1 of 6
<small>Centracare Health (CCH) utilizes the following policy/procedure for its Client/Member</small>	
Original: 9/11 Revised: 9/18	Minor Revision: 5/17 Full Review: 5/17
Responsible Person: Director, Patient Care Support	
Approving Committee: Resource Management	
Category: Patient Care - IIR Policies	
Cross Reference: Sitter Observation: Medical, Behavioral/Suicidal	
Type: Policy	
<b>I. PURPOSE</b>	
To provide a favorable distribution of competent staff throughout the patient care areas.	
<b>II. POLICY</b>	
All nursing staff will be expected to float to other areas as indicated in the guidelines – on a rotation basis. (See attached addendum for clarification)	
<b>III. GUIDELINES</b>	
A. New nurses/are not expected to float off their home unit for a designated period of time. This time period is determined by each individual unit.	
B. An experienced "resource" person on the receiving unit will be assigned to the floating staff member. Each individual is responsible for their own actions and must inform the person delegating to him/her whenever an assignment is beyond his/her level of comfort or expertise.	



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## Expectations

When the Charge Nurse prints off the report sheet at the beginning of a shift, it will also include in the memo line if applicable a "Float Buddy", who will be an additional resource that has an assignment close in geography to assist with any questions or needs

Assignment	Assignment and Workload Manager	Score	PSR	Date	Shift	Last Time Saved	
Neuro/SPICU	RICK, SARAB	38	2.9	111	1:2,9	05/17/2018	Day (0700 - 1800) 06/38
Memo: Sara Y, PCA Float Buddy; Kris K, PCA Mark L, RN Float Buddy; Joan G, RN							

**When you are assigned to be a Float Buddy, you will be expected to do the following:**

- At the beginning of the shift, Welcome the Float Staff to the Neurosciences/Spine unit. Buddies will be indicated on the assignment sheet by the Charge Nurse so you are .
- Introduce yourself to the Float Staff as their Float Buddy and Resource for the shift.
- Assure they have the Float Tip Sheet for the Neuroscience/Spine Unit
- Provide them a quick tour of unit for Medication Omnicells/Storage areas/bathrooms etc.
- Explain to the Float staff that you are there to help make their day successful
- Explain to them that you are there for questions throughout the shift along with the Resource RN and Charge RN
- If there is float staff working in a sitter/1:1, they will also be assigned a buddy

<b>Welcome to the Neuroscience/Spine Unit</b>		Click in code: 3000167
RN/LPN Today you are teamed with _____ and _____ Thanks for joining our unit today, we are grateful for your assistance! Please let me know if you need any help.		
Please obtain your assignment sheet from the neuroscience nurse, unless a match with current assignment sheet. At the end of your shift, please return your assignment sheet to the neuroscience nurse.		
Please let me know if you need any help.		
<b>Unit Rules/Standard of Care:</b>		
<ul style="list-style-type: none"> <li>Always wear your ID badge and name on your stethoscope</li> <li>Always wear your stethoscope around your neck</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> </ul>	<ul style="list-style-type: none"> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> </ul>	<ul style="list-style-type: none"> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> <li>Always wear your ID badge on your chest</li> </ul>



## Follow up

An email is sent to all staff who floated to the Neuroscience Spine Unit by the Core Charge Nurse to seek feedback for further action plans.

Hello,

Thank you for floating to the Neuroscience Spine Unit. We hope you had a positive experience. Please answer the questions below to assist our team in improvement initiatives for float staff. Thank you!

- If floating to our unit went well, what made it work? (E.g. assignment, teamwork, location of resources, etc.)
- When floating didn't go well, what were the causes?
- Other suggestions you have for our unit and/or team?

You are appreciated!

## Feedback

**172 float staff from 6/1/18-1/1/19.**  
**Individual follow up email sent to all staff.**  
**63 responses from RN's, LPN's and NA's.**  
**37% response rate**

### Common themes/Highlights:

Teamwork mentioned positively 19 times in follow up emails. Great attitudes, helpful, friendly, welcoming nurses reporting off to them, communication, felt supported, feedback on assignment/acuity. Staff greeting them, setting them up for success with resource sheets, other teams helping with call lights and checking in, "felt like part of the team"

### What could have made it go better?

Understanding the patient population, knowing where stuff is, knowing resources, consistency in every float gets resource sheet, ask have you floated here before, split shifts, breaks for 1:1

**Consider how this can positively impact our patients and staff. Let's spread this out!**