



**THE OHIO STATE UNIVERSITY**  
WEXNER MEDICAL CENTER

## **OSUNO/OSUWMC Joint Scheduling Task Force: Guidance on floating staff (unit based or pre-assigned float pool) when you are precepting a staff nurse.**

This statement is intended to provide clarity and certainty for nursing supervisors, nurses and managers in who floats first when there is a need to downsize staff and there is a float pool nurse pre-assigned or a unit-based nurse precepting a staff nurse.

- *When a unit-based nurse is precepting a staff nurse they shall not be floated.*
- *When a float pool nurse is pre-assigned to a unit to precept a float pool nurse, and there is a need to downsize, the unit-based staff nurse in regular hours will float first in inverse order of seniority on a rotational basis. When at all possible, both the preassigned float pool preceptor and orientee will remain on the preassigned unit for orientation. (Excluding Dodd and Harding)*
- *When a float pool nurse is pre-assigned to a unit to fill a staffing need and there is a need to downsize the float pool nurse will be floated first.*

The parties recognize the need for an orientee to have a consistent preceptor and it serves everyone's purpose for the orientee to successfully complete orientation to be able to contribute to staffing.

Float pool staff in orientation will be preassigned during the schedule build process to ensure balanced schedules are produced.

The contract language in regards to orientation as follows:

**Article 8 Section 1:** All nurses employed by the Hospitals shall participate in a general orientation. This program will be based on the concept that learning is facilitated when the learner is an active participant in the learning process. The orientation will be structured in such a manner that at any point in time the individual may move into the role of a staff nurse and as such be a contributing member of the assigned unit.

**Article 8 Section 4:** Any nurse hired for a float pool position shall receive orientation to the type of units on which the nurse is expected to work regularly. A list of all float pool nurses with their competencies will be maintained in the house supervisor book.

Nursing supervisors, nurses or Managers with questions can contact Scheduling Task Force Co-Chairs Amy Pompeii, Cindy Mack, or Tova Myers.

Approval:  
LMC 9/1/2021  
Scheduling Task Force 9/15/2021