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**Major Assignment #2**  
**The Effects of Floating Nurses: An Inquiry Based Research Article**

- Intro
  - Background Info on the Topic

Floating nurses from their home unit to other floors seems to be the easiest most cost-effective way to make up for staffing shortages. Hospitals utilize the practice of floating nurses to make up for units who are understaffed or have call offs.

- Thesis Statement.

Persistent and constant floating of nurses from the floor that they are comfortable on effects employee satisfaction and patient care.

- Body
  - The Main Sentence, Including General Thought on the Topic
  - Arguments

Floating has negative effects on employee satisfaction and retention. A negative experience for the nurse can affect the way the nurse is able to care for their patients. Not being familiar with the floor, the layout, the location of supplies or even the ailments of the patients can cause a sense of discomfort for the nurse and the patient and make the hospital appear unorganized.

- Examples

There has been limited research on the effects of floating on nurses and patients. Yet still I have found a few research articles that support the idea that floating can have many negative effects on the work flow of a hospital.

Example 1: Marina Bitanga

Nurse staffing is one of the major variable that effect patient outcomes.

A unit can be short staffed if a nurse calls off, if there is inadequate staffing to begin with, or there is a large influx of patients

Floating is a large cause of low nurse morale and lack of organization, high rates of nurse turnover

The inability for a nurse to answer questions about the floor floated to can affect the patient's interpretation of the nurse's knowledge and credibility.

A nurse might hesitate to ask for help of nurses they don't know as well.

Sometime float nurses are given more difficult assignments

Management can help make floating easier and more comfortable for everyone involved.

Example #2: Karen OConnor

For the floating nurse floating can cause stress, anxiety and frustration.

Nurses are expected to work in an unfamiliar environment with unfamiliar patients.

Floating can be positive as it gives the nurse opportunity to learn new skills and work on different floors, with different kinds of patients.

A nurse's anxiety and stress can be communicated to patients non-verbally

The American Nurses Association (ANA) tries to hold hospitals responsible for putting their employees in dangerous situations

"registered nurses have the professional right to accept, reject, or object in writing to any patient assignment that puts patients or themselves at serious risk for harm" (6)

nurses might hesitate rejected a patient out of embarrassment or fear of retaliation

JACOH "Assigned employees should only be floated to areas of comparable clinical diagnosis and acuities." This is not always the case.

Example #3: Anila Hassaini

Hospitals will float new grad nurses before they are even comfortable on their own floor

All nurses need to be properly trained to care for different patients.

Different floors have their own cultures. Some units are more laid back, some are more territorial of their own patients. It is difficult to assimilate to a new unit every other shift.

Example 4: Facebook Poll

524 responses  
245 for id rather not 46.8%  
189 can't stand floating 36.1%  
74 I enjoy floating 14.1%  
16 I'm indifferent about floating 3.1%  
33 added their own options 6.3%

The results of the poll I conducted showed that most nurses dislike having to float

46.8% of nurses who responded to my poll said that they would rather not float, 36% said that they can't stand floating and the remaining 23% either like it or are indifferent about floating.

I also received 68 comments about whether nurses think that floating affects patient care—comments:

When I get a patient in their specialty that I have no clue what is expected of me to do and I feel set up for failure.

The nurse may not be familiar with the unit, the drs to contact, the floor specialty may not be familiar.

I don't mind floating except that they always give you the worst assignment/most difficult patients when you float it seems

-being floated to a specialty floor (like neuro or oncology) definitely affects patient care especially if you're an Ortho nurse

\*\*\* Benner's theory—spectrum novice to expert

nurses who are specifically float pool enjoy floating—but make more money than just floor nurses being floated

I don't like it because I feel like I'm chasing my tail all day and don't know where anything is plus I get used to my coworkers.

If the transition wasn't so hard I wouldn't mind as much, definitely gives more of a well-rounded experience. The units I've had to float to have always been helpful and understanding when it came to needing help.

I really dislike the attitude of management that a nurse is a nurse and you can change them out. Even in an appropriate skill set, every unit is different.

Thoughts on Floating	Number of responses
I can't stand floating	189
I'd rather not float	245
I'm indifferent about floating	16
I enjoy floating	74

### Example 5# Archana Pyati

Float pool nurses are cross trained to work in many different specialties.

Float nurses are more expensive so hospitals may not hire a lot of float nurses

- Conclusion
  - Restating Thesis Statement (but briefly);

Having to consistently float nurses from their home units can have negative effect on employee satisfaction, retention and quality of patient care.

- Summarizing all the facts, arguments and examples into one or two sentences;

Floating is an uncomfortable experience for a lot of nurses, they are unfamiliar with the floor that are being floated to.

- The message that has to be sent to the readers and the main point of further research purpose.

Management and higher ups in hospital corporations should consider hiring more designated float nurses. In the long run having nurses who float as their job can help relieve the stress and pressure on floor nurses.