

Winston Medical Staffing Services
Nursing Reassignment / Float Policy

Client Reassignments:

1. Definition of Client Reassignments: Client reassignment is defined as the event in which the supervisor or manager of the client facility seeks to reassign a nurse clinician to a unit or department not within their clinical area of practice.

2. Method Employed to Address Reassignment Request: Winston Medical Staffing Services informs our clinical staff that on occasion, clients may request that they work in a different unit and/or floor due to the coverage needs of the facility. When such requests are made, we require that our staff notify our agency of same. If this request is reasonable – meaning the nurse has the clinical skills required to work in the new area, or their role in the new area will be modified to accommodate their clinical expertise, we ask our staff to demonstrate flexibility and do so as requested. An example of this would be the assignment of a Medical/Surgical nurse to the Emergency Department to provide basic bedside care, however not cover the monitors or other duties, such as lines, drugs etc...as would be provided by a trained and qualified Emergency Department nurse.
We further explain to our employees that it is vital that they notify our office with regard to any clinical reassignment for several reasons, including a potential pay differential that they may be eligible for. Should the client's request be beyond the clinician's area of expertise and comfort level, we request immediate notification by our employee, as we will contact the client facility to advise of same, with further discussion on why the request cannot be accommodated.