

Benefits & Challenges of Charge Nurses Taking Patients

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Charge nurses are a common characteristic of most floors within a hospital. They are responsible for managing the unit, making patient assignments, and ensuring quality patient care. Our aim of this project is to explore the benefits and challenges of charge nurses having patients and to present these findings to the staff and director of our chosen unit.

Introduction

- No current policies about charge nurses taking patients
- Lack of training and expectations pertaining to charge nurse roles
- Increased workload of charge nurse
- Implementation of training requirements and expectation for new charge nurses to help them balance these duties while taking patients



Theoretical Framework

- Situational leadership is important
- Leadership style should be adapted to the situation (especially w/ low staffing)
- Downfall is roles and responsibilities can get confusing
- Important to have specific charge nurses



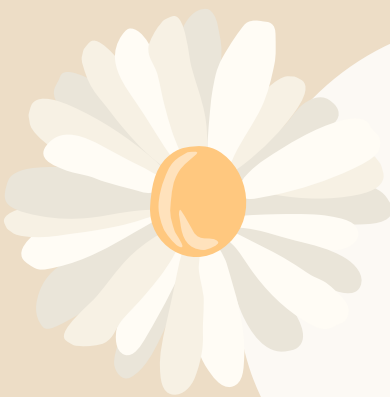
Evidence Based Practice

- Charge Nurse's taking patients becomes a challenge. This can detract CN's from mentoring new nurses and from focusing on care administration. (Boettcher et al., Access my library - gale)
- Nurse patient assignments are often accomplished with inconsistent processes. CN's responsibility is to complete these assignments, and often no acuity measures are taken. (McEwan, Improving the nurse patient assignment process on a medical surgical unit)
- Incompetent charge nurse's can impact negatively impact patient care. A survey shows over 75% of CN's felt poorly prepared to do their jobs. (Breedlove et al., 2022)



Recommendations for Practice

- Charge nurses must attend an educational on the new policies
- First 2 weeks will be a trial period and after 2 weeks adjustments may be made based on compliance
- Evaluate compliance with a staffing sheet that is filled out continuously throughout the day by the unit secretary



Summary/Conclusion

- CN's taking patients can be a challenge
- Implementing training and policies for CN's can be beneficial for patient care
- Situational leadership can help the unit run more smoothly

