**Guidelines for making ICU shift assignments (when a RPN/RT resource is part of the roster)**

Assumptions

1. Scope of practice IS NOT the same as competency. Each staff must assess their own knowledge, skill and judgement prior to performing a skill unsupervised. However, it is expected that all staff will actively participate in advancing their own competency in skills required for the ICU area, within their scope of practice.
2. The resource staff member will not be given a patient assignment, but may be specifically assigned to help one or more nurses with his/her assignment.
3. The resource staff member will be scheduled for break-times opposite of the nurse he/she is paired with.
4. The resource staff member will be provided with a 12 hour orientation shift to the ICU, ensuring that as many items as realistically possible from the Orientation Checklist are addressed.

Consider having this staff member float as needed to both sides amongst all patients

Pretty even mix of high acuity & high physical demand (heavy)

Consider grouping the heavy patients and have the staff member pair up with the nurse(s) with the heavy assignment

Average ICU acuity, High physical demand (heavy) patients

Consider having the staff member pair up with the nurse(s) with the most acute patients

Given the patient acuity/heaviness versus nurse ratio, is more assistance needed with technical tasks or physical tasks?

Assess the resource staff member’s experience (if known).

Assess the needs of patients on both levels of ICU to determine which are above average in acuity or heaviness in workload.

Super acute patients, not many heavy ones

Assign this staff member to pair with ICU nurse(s) with the most acute patient load to assist with monitoring, proning, preparing and administering medications, frequent blood draws

More of a technical asset

Assign this staff member to pair with the ICU nurse(s) with the highest physical demand (heaviest) patient load or those who need frequent monitoring for non-critical issues (like severe agitation, disrupting lines)

Given the resource staff member’s experience (if known), determine if they would be better suited to assist with the more technical aspects of patient care or the more physical aspects of patient care.

More of a physical asset