

# Charge Nurse Role: Complex Made Easy

By: Jayde Masciangelo  
Bachelor of Science in Nursing: UVIC at Selkirk College Year 4

## Background

The charge nurse position is a leadership role responsible for the organization and safety of their unit throughout shift. They are accountable for setting a professional work environment with appropriate staffing, education, and ensuring the achievement of professional standards of care.

My project is to create a charge nurse orientation guide for the Surgical Nurses at Kootenay Boundary Regional Hospital (KBRH) that have or may assume the charge nurse role during their career. There is currently no orientation on this unit for the charge nurse role, thus this has been seen as a benefit to staff on this unit.

## Challenge(s)

- No current orientation to the charge nurse role
- Not knowing specific BED meeting times to attend
- Not knowing where certain safety protocols can be found
- Overwhelming as new hire first entering this role
- No shadow shift before assuming the charge nurse role

## Methods To Gather Information

To gather information about the charge nurse role and understand what the requirements are I: utilized multiple research articles, compared charge nurse orientations from other units and other health authorities, developed a questionnaire for nurses on surgical at KBRH to understand what they need/want, and interviewed nurses who have assumed the charge nurse role before.

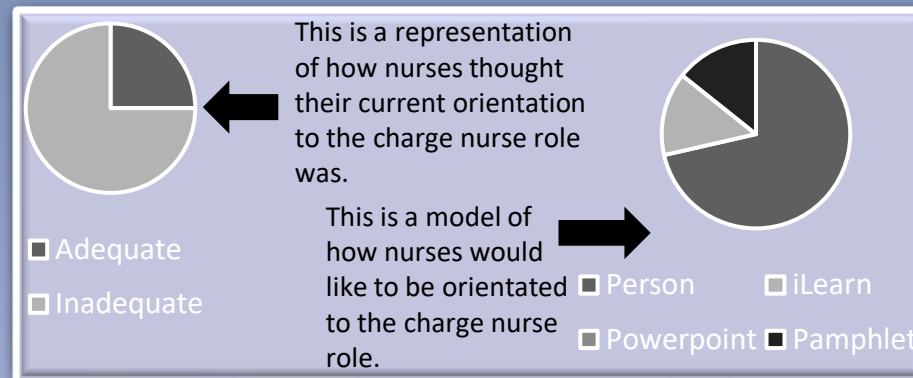
## Results

Results of my work this semester have been the developing of an orientation guide in the form of a pamphlet as a quick reference when on shift. I also have done multitudes of research around an in person orientation and the benefits of this format. Finally, the incorporation of a shadow shift for nurses evolving into the charge nurse role.

## Recommendations

Future recommendations for this research subject and it's development is:

- Consider the creation of an ilearn specifically for the charge nurse role
- Form an in person yearly orientation to the charge nurse role
- Taking the time to do debrief sessions every few months with charge nurses to receive feedback specific to what more support they may require



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