**Surgical Technologist Service Line Float Pool**

**Purpose: To support surgical technologist (ST) staffing in the surgical areas of Perioperative Services to cover open or budgeted positions resulting from vacancies, Short Term Disability (STD), or Family Medical Leave Act( FMLA). This newly developed float pool will be reassessed initially every 3 months at the Surgical Services Leadership team meetings.**

Cost Center: 70260 (Surgery Administrative Cost Center)

Reports to: Deb Williams, Nurse Manager

Position Criteria:

* Inpatient Surgical Technologist pay grade 13 – wage to be determined with input from HR taking in to account years of service and wages of other staff in the same job description
* Service line focus
* Shift length – 8 hours
* 8/80 overtime agreement
* Benefit eligible position
* Limited call - if replacing a staff member for short term you must take their call (weekend call not included) and assigned shifts (rotations/late shifts)
* No Holidays
* No Weekends
* No Call Back – when you cover a specific staff member schedule, the only call you will take is call assigned to this staff member as an extension to their regular shift (i.e. work 7 am -3:30 pm shift and stay to cover call from 3:30 pm till 11:30 pm)
* No home base- could be assigned at any of the five (5) Surgical Sites to cover a specific service line need
* Limited experiences (can broaden scope of practice after becoming an expert in service line).

Guidelines:

* 1. The posted float pool positions will be open to all surgical tech staff currently employed in Perioperative Services.
  2. Determination of who is employed in this role will be based on input from Nurse Manager, Service Line Manager, Surgeon and Educator
  3. Initial rollout with include four part time positions with ortho/general service line focus
     + 0.5 FTE
     + 0.5 FTE
     + 0.5 FTE
     + 0.5 FTE

Total 2.0 FTEs

* 1. Orthopedic Service Line *does not include* the subspecialty groups of foot and spine.
  2. East Paris surgical techs currently covering ophthalmology call at Butterworth will be moved to the inpatient ST job code.