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schedules should be controlled to ensure safe services 24 hours a day / 7 days a week and take into consideration assignment of overtime when required, on-call requirement, vacation schedule, participation in education, training and designated committees.

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**NR.8 There is a process for assignment of nurses out of their normal working areas.**

NR.8.1 The nursing director ensures that nurses assigned out of their normal working area have the competency required for safe and effective patient care.

NR.8.2 The nursing director maintains a list of cross-trained nurses and makes it available for all nursing units.

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**Standard Intent:**

The nursing staffing plan must consider the reassignment of staff from one department or service to another in response to changing patient needs or staff shortages should be based on their training and competency, this is achieved by developing a cross-training program.

Planned and actual staffing is monitored on an ongoing basis, and the plan is updated as necessary.

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**NR.9 Nursing services are provided by qualified nurses.**

NR.9.1 The nursing director ensures the availability of adequate number of licensed registered nurses to provide nursing care for all patients.

NR.9.2 Each unit has a head nurse/nurse manager with the required nursing and managerial experience.

NR.9.3 Nursing services are provided by registered nurses in accordance with their license and scope of practice.

NR.9.4 Qualified registered nurses are readily available to provide bedside nursing care to all patients twenty-four hours a day, seven days a week.

NR.9.5 Nursing assistants or aides are supervised by a registered nurse at all times.

NR.9.6 Nursing assistants have clearly defined job description and responsibilities.

NR.9.7 There is an education program for nursing assistants performing patient-care services to orient them to their role.

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**Standard Intent:**

The nursing director ensures the availability of head unit/nurse manager with the required nursing, managerial experience, adequate number of licensed registered nurses to provide nursing care for all patients and nursing assistants or aides supervised by registered nurses. All nursing staff must have a clearly defined job description and an education program to orient them to their role.

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**NR.10 There is a comprehensive nursing assessment for each patient upon admission.**

NR.10.1 The nursing assessment is timely completed by a registered nurse.

NR.10.2 The scope and content of the nursing assessment is defined in hospital policies and may include: