Delegation: Responsibilities of the Nurse

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Mission Statement

The mission of the North Carolina Board of Nursing is to protect the public by regulating the practice of nursing.

Regulatory Authority

Nursing Practice Act (NPA)
Administrative Rules
You Make the Difference!

- What do NC Nurses have that other nurses don’t?
- The privilege to vote and elect the members to the Board of Nursing.
- VOTE: July 1 – August 15th

Definitions

Accountability/Responsibility

- Accountability/Responsibility - answerable for actions or inactions of self in the context of assignment or delegation.
- Supervision - provision of guidance or direction, evaluation and follow-up by the licensed nurse for the accomplishment of an assigned or delegated nursing task.

Definitions

Assignment – Designating responsibility for implementation of a specific activity or set of activities to a person licensed and competent to perform such activities.

Delegation - Transferring to a competent individual the authority to perform a selected nursing activity in a selected situation.
### Unlicensed Assistive Personnel (UAP)

Unlicensed Assistive Personnel – any unlicensed persons who provide client services under the direction of a licensed nurse

- NAI
- NAII
- NAI + 4

### RN/LPN Scope of Practice

- Nursing Practice Act
- NC Administrative Code (NCAC) – Rules
  - [www.ncbon.com](http://www.ncbon.com) - Law & Rules - Admin Code
- Board Position Statements
  - [www.ncbon.com](http://www.ncbon.com) - Practice - Position Statements
- Agency Policy/Procedure - can limit, but not expand scope

### Delegation Laws

- RN - G.S. 90-171.20 (7)
  - (d) Teaching, assigning, delegating to or supervising
  - (i) Supervising, teaching and evaluating
- LPN - G.S. 90-171.20 (8)
  - (d) Assigning or delegating under supervision of RN
<table>
<thead>
<tr>
<th>RN Delegation Rules</th>
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<tbody>
<tr>
<td>NCAC 36.0224</td>
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<td>(c) (4) Developing plan of care</td>
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<td>(d) (6) Assigning, delegating, and supervising nursing activities</td>
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<td>(i) (2) Assessing capabilities of personnel</td>
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<td>(3) delegating responsibility to personnel qualified</td>
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<td>(4) accountable for nursing care</td>
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**Delegation**
- Board has shifted from task-list based approach to process based decision making
- Decision Tree for RN/LPN Delegation to UAP

**Decision Tree for Delegation to UAP**

**Four Step Process**
1: Assessment & Implementation
2: Communication
3: Supervision and Monitoring
4: Evaluation and Feedback
Decision Tree for Delegation to UAP

Four Step Process

Step 1: Assessment & Implementation
- Task within nursing scope of practice
- Activity allowed by law, rules & policies
- RN assessment performed
- Nurse competent to make delegation decision

Criteria for Delegation of Tasks to UAP

1. Frequently recurs in the daily care of a client or group of clients.
2. Performed according to an established sequence of steps.
3. Involves little or no modification from one client situation to another.

Criteria for Delegation of Tasks to UAP (cont’d)

4. Performed with a predictable outcome.
5. Does not involve assessment, interpretation or decision-making in the process.
6. Does not endanger life or well-being.

21 NCAC 30.023(b)
Decision Tree for Delegation to UAP

Step 1 cont’d
- UAP trained and competency validated by RN
- UAP capability matches needs of client
- Written agency policies
- Appropriate supervision available
- Proceed with delegation

Rules for Delegation to UAP
21 NCAC 36.0401

Variables used to determine delegation activities:
1. Knowledge & skills of UAP
2. RN-verified competence of UAP
3. Stability of client condition:
   - predictability
   - absence of risk of complication
   - rate of change

Rules for Delegation to UAP
21 NCAC 36.0401

4. Variables in service/practice setting:
   - complexity & frequency of care
   - proximity of clients to staff
   - number & qualifications of staff
   - accessible resources
   - policies, procedures, practices, and channels of communication which support delegation
Five Rights of Delegation

- Right Task
- Right Circumstance
- Right Person
- Right Communication
- Right Supervision

Decision Tree for Delegation to UAP

Step 2: Communication – 2 way process
- Assess UAP understanding
- Communicate client needs
- Allow for clarification
- Communication methods

Decision Tree for Delegation to UAP

Step 3: Supervision and monitoring
- Determine the amount of supervision required
- Monitor performance
- Intervene when appropriate
- Observe client’s response
- Maintain overall accountability
### Decision Tree for Delegation to UAP

**Step 4: Evaluation and feedback**
- Evaluate the overall effectiveness
- Evaluate the delegation process
- Provide feedback to UAP

### Nursing Accountability for Delegation

- Licensed nurse (RN or LPN) remains responsible for monitoring performance of delegated tasks
- Nurse must determine level of monitoring required and continues to have responsibility for overall nursing care of patient

### RN Delegation Responsibilities

- Assessment & planning of care
- Validate competency of all personnel
- Ensure agency policy and procedure in place
- Provide on-going supervision of nursing personnel
RN Delegation Responsibilities

- Evaluate:
  - Client’s response to care
  - UAP’s performance
  - Effectiveness of nursing plan of care
- Assure delivery of safe nursing care
- Accountability maintained by RN

UAP Responsibilities for Delegation

- Seek clarification and affirm expectations
- Request additional guidance
- Perform the task correctly
- Report results to nurse in a timely manner

NEVER DELEGATE

Planning
- Assessment
- Nursing Judgment

Evaluation
Delegation Considerations

The nurse must consider for each delegation decision:

- Client specific
- Situation specific

Learn to Delegate - Skills Developed through ...

- Education, training, and practice
- Simulation sessions
- Skills in communication & conflict resolution
- Opportunities provided by staff development workshops

Practice Violations

21 NCAC 36.0217 (c)
(12) Failure to supervise
(19) Inappropriate delegation
Conclusion
Effective delegation promotes safe, competent and cost effective nursing care while enabling the nurse to assume more complex nursing assignments.

Questions? Comments?

NCBON Resources:
www.ncbon.com

- Nursing Practice Act
- Administrative Rules
- Decision Tree for Delegation to UAP
- Position Statements
- Delegation of Medication Administration to UAP
- NCBON Medication Administration Teaching Modules
Contact Information

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