

Unit 1: Delegation
Z-Chapter 14
ONLINE CONTENT (1 H)

Unit Objectives:

- Discuss personal accountability when delegating. (5,7)*
- Explain and apply the five rights of delegation in nursing practice. (3,5,6,7)*

*Course Objectives

Review Chapter 14 in your textbook and read the “National Guidelines for Nursing Delegation” document. Place your answers to the questions below in the Z-Chapter 14 dropbox by 0800 on 1/19/2023.

1. State **each** example provided of when the National Guidelines for Nursing Delegation may be applied? (**HINT**: 3 examples were given in the document)

These guidelines can be applied to:

- APRNs when delegating to RNs, LPN/VNs and assistive personnel (AP)
- RNs when delegating to LPN/VNs and AP
- LPN/VNs (as allowed by their state/jurisdiction) when delegating to AP

2. When do the National Guidelines for Nursing Delegation **not** apply?

These guidelines do not apply to the transfer of responsibility for care of a patient between licensed health care providers (e.g., RN to another RN or LPN/VN to another LPN/VN), which is considered a handoff

3. In your own words, respond to the following:

- a. Define delegation.

Delegation is the is when a nurse directs another person on the medical staff under her supervision to complete a specific task at that time. (Example: LPN, CNA/STNA)

- b. Explain how delegation differs from assignment.

Delegation differs from assignment because assignments are routine care that the LPN/CNA knows they should be providing for the patient without specific instruction. A person’s assignment is a part of their daily tasks.

- c. Does either delegation or assignment require supervision? If so, by whom?

Yes, both delegation and assignments require supervision by a qualified nurse or personnel. This guidance or oversight by the nurse is to make sure tasks are being completed appropriately and on time.

4. Discuss the responsibilities of the delegator (licensed nurse) and the delegatee as they relate to delegation. (**HINT**: both the delegator and delegatee have several responsibilities).

A delegator (licensed nurse) is the person that delegates a nursing responsibility. A delegator may be APRN, RN, or LPN/VN (where jurisdiction NPA allows).

A licensed Nurse's responsibilities include:

- The licensed nurse must determine when and what to delegate based on the practice setting, the patients' needs and condition, the state/jurisdiction's provisions for delegation, and the employer policies and procedures regarding delegating a specific responsibility. The licensed nurse must determine the needs of the patient and whether those needs are matched by the knowledge, skills and abilities of the delegatee and can be performed safely by the delegatee. The licensed nurse cannot delegate any activity that requires clinical reasoning, nursing judgment or critical decision making. The licensed nurse must ultimately make the final decision whether an activity is appropriate to delegate to the delegatee based on the Five Rights of Delegation (NCSBN, 1995, 1996).
- The licensed nurse must communicate with the delegatee who will be assisting in providing patient care. This should include reviewing the delegatee's assignment and discussing delegated responsibilities, including information on the patient's condition/stability, any specific information pertaining to a certain patient (e.g., no blood draws in the right arm), and any specific information about the patient's condition that should be communicated back to the licensed nurse by the delegatee.
- The licensed nurse must be available to the delegatee for guidance and questions, including assisting with the delegated responsibility, if necessary, or performing it him/herself if the patient's condition or other circumstances warrant doing so.
- The licensed nurse must follow up with the delegatee and the patient after the delegated responsibility has been completed.
- The licensed nurse must provide feedback information about the delegation process and any issues regarding delegatee competence level to the nurse leader. Licensed nurses in the facility need to communicate, to the nurse leader responsible for delegation, any issues arising related to delegation and any individual that they identify as not being competent in a specific responsibility or unable to use good judgment and decision making.

A delegatee is defined as a person who is delegated a nursing responsibility by either an APRN, RN or LPN/VN (where jurisdiction NPA allows), is competent to perform it and verbally accepts the responsibility. A delegatee may be an RN, LPN/VN or AP.

A delegatee's responsibilities include:

- The delegatee must accept only the delegated responsibilities that he or she is appropriately trained and educated to perform and feels comfortable doing given the specific circumstances in the health care setting and patient's condition. The delegatee should confirm acceptance of the responsibility to carry out the delegated activity. If the delegatee does not believe he or she has the appropriate competency to complete the delegated responsibility, then the delegatee should not accept the delegated responsibility. This includes informing the nursing leadership if he or she does not feel he or she has received adequate training to perform the delegated responsibility, is not performing the procedure frequently enough to do it safely, or his or her knowledge and skills need updating.

- The delegatee must maintain competency for the delegated responsibility.
 - The delegatee must communicate with the licensed nurse in charge of the patient. This includes any questions related to the delegated responsibility and follow-up on any unusual incidents that may have occurred while the delegatee was performing the delegated responsibility, any concerns about a patient's condition, and any other information important to the patient's care.
 - Once the delegatee verifies acceptance of the delegated responsibility, the delegatee is accountable for carrying out the delegated responsibility correctly and completing timely and accurate documentation per facility policy.
5. List **and** define (in your own words) the five rights of delegation.

The 5 Rights of Delegation:

1. **Right Task-** The task is within the delegatee's job description and they are properly trained
2. **Right Circumstance-** The patient must be in stable condition and if the pts condition changes it should be communicated to the licensed nurse.
3. **Right Person-** The delegatee should have the appropriate knowledge and skills to perform appropriate tasks.
4. **Right Directions and Communication-** The licensed nurse should be specific in their instruction when delegating a task and make sure the delegatee understands what is being asked of them.
5. **Right Supervision and Evaluation-** The licensed nurse is in charge and is responsible for the care that is given to a patient. They are responsible for what the delegatee does and if they are performing the task that was asked of them.

Please be prepared to share and discuss your answers in class. Also be prepared to demonstrate how to appropriately delegate, assign and supervise nursing tasks through role play.

In order to receive full credit (1 H class time) for this assignment, it must be completed in its entirety by the due date/time assigned. Any assignments not completed in its entirety by the assigned due date and time will result in missed class time.