

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 1/18/2024.

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

- a) APRNs when delegating to RNs, LPN/VNs and assistive personnel (AP)
- b) RNs when delegating to PRN/VNs and AP
- c) 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 (RN to RN, LPN to LPN) – considered a handoff.

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

- a. Define delegation.

Delegation is the skill or action of assigning care to another health care worker.

- b. Explain how delegation differs from assignment.

Delegation differs from assignment as assignment means the routine care, activities and procedures that are within the authorized scope of practice of the RN or LPN/VN or part of the routine functions of the AP. This means that when you delegate, you pass on a task an RN may complete such as a patient transfer to another unit which could be assigned to an AP.

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

They both require supervision by a licensed nurse.

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).

The responsibilities of the delegator (RN/licensed nurse) include:

- a) Determine patient needs and when to delegate (know policies as well)
- b) Ensure availability to delegatee
- c) Evaluate outcomes of and maintain accountability for delegated responsibility
- d) Communicate information about delegation process and delegatee competence level
- e) Public protection
- f) Two way communication
- g) Follow up with the delegatee after the task has been completed and provide feedback

The responsibilities of the delegatee include:

- a) Accepts activities based on own competence level
- b) Maintain competence for delegated responsibility
- c) Maintain accountability for delegated activity
- d) Receives proper training and education
- e) Public protection
- f) Two way communication
- g) Communicate with the licensed nurse in charge of the patient
- h) Carry out the delegated responsibility correctly and complete timely

5. List **and** define (in your own words) the five rights of delegation.

- 1) **Right task:** The task being assigned to the delegatee falls in their scope of practice congruent to the policies and procedures of the setting. The facility should also provide the right education necessary to ensure that tasks can be performed correctly.
- 2) **Right circumstance:** The patient should be stable before delegating a task to a delegatee and if anything changes in the patient's condition, the delegatee should report that to the licensed nurse taking care of that patient. The licensed nurse should reassess the patient and ensure the task is still appropriate for the delegatee.
- 3) **Right person:** The licensed nurse should make sure the employee they have chosen to complete a task is competent and possesses the right skills to perform the task/responsibility.
- 4) **Right directions and communication:** Each situation should be specific to the patient being cared for as well as the nurse and delegatee, this also includes the unique instructions needed. The nurse should give detailed and accurate instructions to the delegatee and clarify any questions they may have (two way communication). Include any necessary data such as the method of collecting a urine sample of the time frame of completing an activity. The delegatee should understand the instructions and clarify any needed information before accepting the task. The nurse should also make sure the delegatee knows to contact the nurse with any modifications or decisions they want to make as these are not in their scope of practice.
- 5) **Right supervision and evaluation:** The nurse is responsible for overseeing the activity and evaluating the delegatee after the task has been completed and checking in on the

patient and evaluating patient outcomes. The delegatee should communicate with the nurse during the situation and know the nurse should intervene when appropriate. Document appropriately.

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 due date and time will result in missed class time and must be completed by the end of the semester to pass the course.