

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)
 - 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 transferring responsibility for patient care 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- It is a request from a licensed/ skilled personnel to transfer that skill or task to a delegate who has been educated and shown proficiency in that task.
 - b. Explain how delegation differs from assignment. Assignment is authorized routine care, skill, or activity within the scope of practice of the assistive personnel.
 - c. Does either delegation or assignment require supervision? If so, by whom?
The licensed nurse is responsible for monitoring the delegated activity, following up with the delegatee at the completion of the activity, and evaluating patient outcomes. The delegatee is responsible for communicating patient information to the licensed nurse during the delegation situation. The licensed nurse should be ready and available to intervene as necessary.
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 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 communicate with the delegatee who will be assisting in providing patient care. 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 to the nurse leader about the delegation process and any issues regarding the delegatee competence level. Licensed nurses in the facility need to communicate, to the nurse leader responsible for delegation, any issues related to delegation and any individual they identify as not being competent in a specific responsibility or unable to use good judgment and decision making.

Delegate- 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 must maintain competency for the delegated responsibility. . The delegatee must communicate with the licensed nurse in charge of the patient.

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.

Right task- giving the correct task to the correct and trained delegatee, and ensure they have been trained on that task and it falls within their responsibility.

Right circumstances- you can only delegate tasks to the AP when the patient is stable and does not have a severe complication that the AP is not trained to handle.

Right person- ensure that person is trained and understands the delegated responsibility.

Right communication and directions- when a delegation happens, the delegatee should have a complete description of the task to be delegated and be given a chance to ask any clarifying questions to understand the task being delegated to them entirely. Once the directions and tasks to be delegated are understood, the delegatee must accept the activity.

Right supervision and evaluation- once the activity is completed the licensed nurse responsible for that patient should be available to the AP to communicate any abnormal findings. The licensed nurse should also clarify with the AP that the necessary charting for that activity they performed has been charted correctly and accurately.

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.