

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)
 - a. APRNs when delegating to RNs, LPN/VNs and assistive personnel (AP)
 - b. RNs when delegating to LPN/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?
The National Guidelines do not apply to the transfer of responsibility for care of a patient between licensed healthcare providers, which is considered a handoff.

3. In your own words, respond to the following:
 - a. Define delegation.
Delegation is the process when a licensed nurse transfers a nursing skill related to patient care to another RN, LPN/VN, or AP who is competent to perform the skill and is within the delegatee’s scope of practice. The delegatee must verbally acknowledge this responsibility once the skill is delegated.

 - b. Explain how delegation differs from assignment.
Delegation involves a skill that is transferred from a licensed nurse to another RN, LPN/VN, or AP. This skill was the delegator’s task, but care was transferred between one person to another. In comparison, an assignment is routine care that is already within the scope of practice of the RN or LPN/VN. For the AP, the assignment is considered their routine care of the patient. Assignments are already given to the health care personnel based on their job, while delegation occurs when an assignment or skill is transferred to another who is able to complete this task.

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

Assignments do not require supervision as these skills were already taught to the individual in schooling/ training for the job. For delegation, the delegator is responsible for ensuring the task was done and must still take accountability for the patient regarding the care that was delegated. The delegator must also follow up with the delegatee to determine if any further action must be taken, like reassessing the patient, notifying the provider of any changes indicated to report, or additional care the patient may need that may not be within the delegatee's scope of practice. It is also important to make sure that charting is accurate/up to date and include any additional necessary information.

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 delegator (licensed nurse) must determine the patient's needs before delegating and knowing what can even be delegated based on these needs and the condition of the patient. Allow for enough time for the delegatee to complete the task delegated to them as well. The delegator must maintain responsibility regardless of delegation and follow up with the delegatee/check the charting regarding the delegated task to determine the outcome and plan any further care needed. Between the delegator and delegatee, two-way communication is a shared responsibility to maintain adequate care for the patient. The delegatee is responsible for accepting tasks within their own scope of practice/training. The delegatee must maintain competence and responsibility for the delegated task as well after giving verbal confirmation of responsibility as they have already accepted the task. If any issues arise, it is important to let the delegator know immediately to ensure the task is still completed as well as any additional care that may be needed after.

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

The five rights of delegation include right task, right circumstance, right person, right directions and communication, and right supervision and evaluation. Right task is when the task given falls under the delegatee's scope of practice/training needed to carry out the responsibility and may vary based on facility policies. Right circumstance indicates that the patient must be stable enough to delegate a task to another member of the health care team. Critical patients cannot be delegated as this requires careful assessment that some members of the team cannot determine as it does not fall under their scope of practice (APs). Right person is when the delegator, employer, and delegatee accept responsibility in making sure that the delegatee has the knowledge/training to carry out the task delegated. Right directions and communication indicates that every individual delegated task should be patient specific, and the delegator must provide detailed instructions for the task to the delegatee. The instructions should include data that needs to be collected and the method needed to collect this data, a time frame to report back to the nurse after the task, and any additional information that is important for the specific task. The delegatee needs to indicate an understanding of the instructions given and

verbalize agreement to accept responsibility, and the delegator should determine understanding while making sure the delegatee knows that they cannot make any decisions regarding further care of the patient. The delegator must be notified first before any changes can be made, if the delegatee is able to carry out further actions based on their scope of practice. If the delegatee is able to carry out further responsibility, the instruction process must begin again to make sure the delegatee knows specifically what is being delegated. Right supervision and evaluation is the last of the five rights, and states that the delegator is responsible for monitoring the task delegated, following up with the delegatee, and determining the patient's outcomes related to that delegated activity. During this time of delegation, the delegatee is responsible for reporting to the licensed nurse about any changes in the patient's condition or results/other pertinent information related to the task. The licensed nurse should be available in case nursing intervention is necessary and make sure that there is appropriate documentation of the task in the patient's medical record.

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.