

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 1/13/2025.

1. State each example provided of when the National Guidelines for Nursing Delegation may be applied?

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, and LPN/VNs (as allowed by their state/jurisdiction) when delegating to AP.

2. When do the National Guidelines for Nursing Delegation not apply? The guidelines do not apply to the transfer of responsibility for the care of a patient between licensed Health Care Providers. A nurse cannot delegate assessments that identify needs and problems and diagnose human responses. Any aspect of planning, including the development of comprehensive approaches to the total care plan.

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

- a. **Define delegation.** Delegation is when the HCP gives the responsibility of a certain task to another team member. Although they transferred the task, the nurse remains accountable.
- b. **Explain how delegation differs from assignment.** Delegation is transferring the responsibility of an assignment to someone who is qualified, an assignment is when a task is assigned to a person who has the skills and education to complete it.
- c. **Does either delegation or assignment require supervision? If so, by whom?** Delegation requires supervision, typically by the person delegating it. If an RN delegates a task then it is their job to ensure it is done correctly and provide support if necessary. Typically an assignment does not need supervision, when an HCP is assigned something it is because they have the competencies to achieve that task.

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).

Delegation is allowing a delegatee to perform a specific nursing activity, skill, or procedure that is beyond the delegatee's traditional role and not routinely performed. The delegatee is considered to be carrying out an assignment. The licensed nurse cannot delegate nursing judgment or any activity that will involve nursing judgment or critical decision-making. The delegated responsibility must be within the parameters of the delegatee's authorized scope of practice under the NPA. The employer/nurse leader must outline specific responsibilities that can be, and the policies and procedures should also indicate what may not be delegated. All delegates must demonstrate knowledge and competency on how to perform a delegated responsibility to ensure competency. The five rights of delegation must be followed.

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

The right task means the specific thing is appropriate for the person. The task should be within their scope of practice or specialized skills. Under the right circumstances, the patient should be stable, or not have a complex condition that makes the task unsafe or inappropriate. To the right person means they have proper skills, training, and knowledge. The right direction and communication means the information should be explained in simple terms, support should be given if needed, and any questions should be answered. Under the right supervision and evaluation the nurse will be monitoring and ensuring the task gets completed effectively and safely.

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.