

**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?
  - a. APRNs when delegating to RNs, LPN/VNs and assistive personnel
  - b. RNs when delegating to LPN/VNs and assistive personnel
  - c. LPN/VNs when delegating to assistive personnel
2. When do the National Guidelines for Nursing Delegation **not** apply?
  - a. To the transfer of responsibility of care of a patient between licensed health care providers which is considered a handoff
3. In your own words, respond to the following:
  - a. Define delegation.
    - i. When the licensed nurse directs an assistive personnel to complete nursing activities and tasks
  - b. Explain how delegation differs from assignment.
    - i. Delegation is assigning a specific task to another person while an assignment is the care, activities, and procedures that can be performed within an assistive personnel’s scope of practice.
  - c. Does either delegation or assignment require supervision? If so, by whom?
    - i. Both require supervision. The licensed nurse must ensure that the appropriate personnel is completing the delegated task and that they are working within their scope of practice. The assistive personnel must ensure that they have the appropriate skill set to complete a specific assignment.
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

- i. Communicate information about delegation process and delegatee competence level
    - ii. Public protection
    - iii. Two-way communication
    - iv. Determining patient needs and when to delegate
    - v. Ensure availability to delegate
    - vi. Evaluate outcomes of and maintain accountability for delegated responsibility
  - b. Delegatee
    - i. Accept activities based on own competence level
    - ii. Maintain competence for delegated responsibility
    - iii. Maintain accountability for delegated activity
    - iv. Training and education
    - v. Public protection
    - vi. Two-way communication
5. List **and** define (in your own words) the five rights of delegation.
- a. Right task: tasks that fall within the job description of the delegate which also needs to meet policies and procedure of the facility. The facility must also provide the necessary competency training.
  - b. Right circumstance: the patient must be stable, otherwise communicate changes in health condition of the patient to the licensed nurse so the delegation can be reassessed
  - c. Right person: the licensed nurse and the employer are responsible for ensuring appropriate skills and knowledge of the delegate
  - d. Right directions and communication: the licensed nurse should communicate specific instructions for each specific delegation situation. The delegate should in turn ask clarifying questions and communicate data that has been or must be collected.
  - e. Right supervision and evaluation: licensed nurse is responsible for monitoring and following up on the delegated activity and assessing the patient outcomes. The licensed nurse should be ready to intervene as needed.

***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.***