

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?
 - Discrete tasks or data retrieval based on pt condition and planned outcome
 - Tasks that the delegate is competent to do and is allowed to do according to your state regulations and organizational job descriptions and skills checklists
 - Tasks that the competent delegate has also agreed to do and understands preferred outcomes, parameters, and how and when to report to the delegating RN
2. When do the National Guidelines for Nursing Delegation **not** apply?
 - Professional nursing judgement, clinical reasoning, and critical decision making
 - Comprehensive assessments, nursing diagnosis, care planning, evaluation, and care coordination.
 - Patient education
3. In your own words, respond to the following:
 - a. Define delegation.

Delegation is when you pass off duties and tasks to others that are qualified to do them, and they then go and action on those tasks.
 - b. Explain how delegation differs from assignment.

An assignment is something typically given to someone with clear directions of how and what to do, often referring to a RN. The nurse is completely responsible for their actions and making sure the task at hand is done correctly and completely. With delegation, the individual tends to have more autonomy with their decisions, and they are able to take action on what has been delegated to them, however they must report back to the person that delegated them to report their findings.
 - c. Does either delegation or assignment require supervision? If so, by whom?

Yes, they both require supervision, but at different depths. Assignment requires supervision periodically throughout the task to ensure it is being done correctly, and offering guidance or feedback if necessary. Delegation on the other hand also requires supervision, but not throughout the task at hand. Typically, the individual

who delegated the task to the other, will check in with the delegate after the task and make sure everything went well, and get the results if applicable.

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).

Some of the responsibilities of the delegator include assessing the patient. Before delegating a task to an UAP, you want to make sure the pt is in stable condition. Also, make sure you know the scope of practice and what the delegate can and cannot do, and that can also help you determine the right delegate for the task you need completed. You also want to make sure you provide clear directions of what you need done so there is no miscommunication. Finally, make sure you check in with the delegate after they complete the task to make sure it was completed, as well as gain any information they might have attained during that task. As for the delegate, they also have certain responsibilities when it comes to delegation. One of those includes accepting the task, and making sure it is in your scope of practice. If the directions were not made clear and you need more explanation make sure to ask the delegator, rather than guessing and assuming. You can also communicate any progress with the pt such as their condition, vital signs, or concerns that you may have to the RN. Finally, make sure you report back to the nurse after completing the task with any information you may have attained such as blood sugars or percentage of a meal that was eaten.

5. List **and** define (in your own words) the five rights of delegation.
 - Right task – making sure that the task you delegate is appropriate for the delegate
 - Right person – making sure the delegate is qualified to do the tasks you delegated
 - Right circumstance – making sure it’s the right time to delegate a task (not in the middle of an emergency)
 - Right direction – making sure you give the delegate clear directions of what they are supposed to do, and making sure they understand before they go and complete the task
 - Right supervision – making sure you have the authority to delegate a task, as well as making sure you follow through with asking the delegate for the results of the task you asked them to go and complete.

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.