

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 1/12/2026.

1. State **each** example provided of when the National Guidelines for Nursing Delegation may be applied?
 - a. Discrete tasks or data retrieval based on patient condition and planned outcome
 - b. 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
 - c. 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?
 - a. In depth assessments that identifies needs and problems and diagnose human responses
 - b. Any aspect of planning, including the development of comprehensive approaches to the total care plan
 - c. Any provision of health counseling, teaching, or referrals to other health care providers
 - d. Therapeutic nursing techniques and comprehensive care planning

3. In your own words, respond to the following:
 - a. Define delegation. **Delegation is asking another individual of the healthcare team to complete a task that the nurse cannot do in time. If the nurse delegates a task to another healthcare member, the nurse (RN) is still accountable for the task being done correctly.**
 - b. Explain how delegation differs from assignment. **Delegation differs from assignment because an assignment is a task or activity that is within the scope of practice you have with your license. You cannot delegate a task to someone without the same scope of practice as a RN.**
 - c. Does either delegation or assignment require supervision? If so, by whom? **The nurse supervises the delegation by monitoring the performance of the activity**

that was performed. Making sure that the task was done properly and within the scope of practice of the person who performed the delegation.

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).

Responsibilities of the RN: assessing the patient's needs, assessing when to delegate or assign activities, planning the desired outcome, assessing the competency of the delegate, giving clear directions and obtaining acceptance from the delegate, following up on the completion of the task, providing feedback to the delegate.

Responsibilities of the delagatee: understand your scope of practice, understand the role and task being completed, ask any questions if unsure, maintain patient safety, using correct protocol according to the handbook of your job, being ready to take accountability if something may go wrong, and accepting feedback if given to improve your skills.

5. List **and** define (in your own words) the five rights of delegation.
- The right task:** You must think what task needs to be performed and if you are able to delegate it to someone else. Ensure you are looking at the nurse practice act for your state to check the scopes of practices of the RN vs CNA/LPN. Ensure the delegatee is comfortable with the task and understands how to preform it.
 - Under the right circumstances:** Ensure the patient was assessed and stable, available resources are given, and consideration of the patients/delegatee feelings about the task being done not by an RN.
 - To the right person:** You want to delegate the task to someone that feels confident, is educated about the specific task, is within their scope of practice, making sure all questions are answered, and be accountable for accepting the delegation.
 - With the right directions and communication:** You want your initial directions to be very clear, and the result of the delegation be understood. Using the four C's such as clear, concise, correct, and complete to help with initial direction.
 - Under the right supervision and evaluation:** The task should be monitored by the RN and documented properly. Following up on the patient is very important in the assessment/delegation. It is also recommended that you give feedback to the delegatee so they can learn more about the task and what they might have missed.

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.