

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?

The National Guidelines for Nursing Delegation may be applied: 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?

These guidelines do not apply to the transfer of responsibility for care of a patient between licensed health care providers (e.g., RN to another RN or LPN/VN to another LPN/VN), which is considered a handoff.

3. In your own words, respond to the following:
 - a. Define delegation.

Delegation involves a delegatee who has additional education to perform some nursing skills. They can be delegated assignments that are outside of their traditional roles. With delegation, the RN is still held accountable for the skills that the delegatee is performing.

- b. Explain how delegation differs from assignment.

Delegation differs from assignment because delegation involves skills that are outside the scope of practice for LPNs and APs while assignment involves skills that are within their scope of practice.

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

Delegation and assignments don't require supervision, but it is the RN's responsibility to make sure all tasks are completed in a timely and competent manner.

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 delegator: The licensed nurse must determine when and what to delegate based on the practice setting, the patients' needs and condition, the state/jurisdiction's provisions for delegation, and the employer policies and procedures regarding delegating a specific responsibility. The licensed nurse must communicate with the delegatee who will be assisting in providing patient care. The licensed nurse must be available to the delegatee for guidance and questions, including assisting with the delegated responsibility, if necessary, or performing it him/herself if the patient's condition or other circumstances warrant doing so. The licensed nurse must follow up with the delegatee and the patient after the delegated responsibility has been completed. The licensed nurse must provide feedback information about the delegation process and any issues regarding delegatee competence level to the nurse leader. Licensed nurses in the facility need to communicate, to the nurse leader responsible for delegation, any issues arising related to delegation and any individual that they identify as not being competent in a specific responsibility or unable to use good judgment and decision making.

Responsibilities of the delegatee: The delegatee must accept only the delegated responsibilities that he or she is appropriately trained and educated to perform and feels comfortable doing given the specific circumstances in the health care setting and patient's condition. The delegatee must maintain competency for the delegated responsibility. The delegatee must communicate with the licensed nurse in charge of the patient. Once the delegatee verifies acceptance of the delegated responsibility, the delegatee is accountable for carrying out the delegated responsibility correctly and completing timely and accurate documentation per facility policy.

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

The five rights of delegation are right task, right circumstance, right person, right directions and communication, right supervision and evaluation. Right task means the skill that is going to be performed falls within the delegate's job description or is outlined in the hospital's policies. Right circumstance means that the patient that is being taken care is in a stable condition and that the delegatee will tell the nurse of any changes in condition. Right person means the employer, the nurse, and the delegatee are aware of the

delegate's ability to appropriately complete a skill. Right directions and communication means that the nurse fully and appropriately explains all aspects of the skill to the delegatee and the delegatee asks all clarifying questions. Right supervision and evaluation means the nurse is making sure skills are completed correctly and evaluating the outcome of the patient, it also means that the delegatee with telling the nurse of any changes with the patient.

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.