

Outline

“04.02 Delegation”

Overview

1. Delegation
 - a. What is delegation?
 - b. Why delegate?
 - c. What can be delegated?
 - d. 5 Rights of delegation

Nursing Points

General

1. What is delegation?
 - a. Delegation
 - i. Request of an act or task be done by someone else
 - ii. Delegation only transfers the ACT of the task to someone else
 - iii. RN maintains the responsibility of the act or task
 - b. Who an RN can delegate a task to:
 1. Other nurses (both RNs and LPNs)
 2. UAP (unlicensed assistive personnel)
2. Why delegate tasks?
 - a. Delegating tasks is efficient
 - i. There is only a finite amount of time during a shift
 - ii. RNs should utilize their time as much as possible
 - b. Delegate tasks that:
 - i. Need little to no supervision
 - ii. Do not detract from RN care
 - iii. Do not REQUIRE RN care

3. What can be delegated to UAPs?

a. Ok to delegate:

- i. ADLs
- ii. Feeding
- iii. Toileting
- iv. Bathing
- v. Ambulating

b. Not Ok to delegate:

- i. Assessments
- ii. Meds
- iii. Education
- iv. IV Access
- v. Anything that fosters the primary RN to patient relationship (i.e. plans of care)

4. Facilities/Institutions and State Laws all vary

a. It's important to know what you can delegate

- i. RN v. LPN Scope of Practice

b. Rule of thumb: If you don't know if you can delegate it to a UAP, then do it yourself

c. Ok to delegate tasks of equal competency to equal staff

1. RN to RN delegation ok

2. UAP to UAP delegation ok

5. 5 Rights of Delegation

a. Right Person

- i. Ensure they are authorized by the facility/institution AND state to perform the task
- ii. Make sure it falls within their license
- iii. Question to ask: Is this person allowed to do it?

b. Right Task

- i. Ensure the task is appropriate for the person
- ii. Ensure competency
- iii. Question to ask: Is this person competent to do this task?

c. Right Circumstances

- i. Make sure the patient can tolerate the task being performed by that person
- ii. Question to ask: Will the patient tolerate this task if it isn't performed by an RN? or Does this patient need an assessment afterward?

d. Right Communication

e.

1.

- i. Communicate clearly and succinctly with the person assigned a task
- ii. Questions to ask: Did I, as the nurse, clearly explain what I needed done? Did I specify a time frame and what should be reported back?

f. Right Supervision

g.

1.

- i. Make sure that the task is properly supervised
- ii. Question to ask: Have I followed up with care? OR At what level should I supervise this task? OR How much involvement should I have?

1.

Nursing Concepts

1. Clinical Judgment

2. Teamwork & Collaboration