



Arizona State Board of Nursing

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An advisory opinion adopted by AZBN is an interpretation of what the law requires. While an advisory opinion is not law, it is more than a recommendation. In other words, an advisory opinion is an official opinion of AZBN regarding the practice of nursing as it relates to the functions of nursing. Facility policies may restrict practice further in their setting and/or require additional expectations related to competency, validation, training, and supervision to assure the safety of their patient population and or decrease risk.

OPINION: DELEGATION OF NURSING
ASSISTANT TASK
APPROVED: 1/10
REVISED: 3/13, 9/16, 9/19, 1/22
SCOPE OF PRACTICE COMMITTEE

Within the Scope of Practice of RN LPN

ADVISORY OPINION DELEGATION OF NURSING TASKS BY RN/LPN

STATEMENT OF SCOPE

It is within the Scope of Practice of RNs and LPNs to delegate certain nursing tasks to unlicensed assistive personnel (UAP and licensed nursing assistants (LNA/CNAs) whom the nurse believes has the knowledge and skill to perform such tasks, taking into consideration training, cultural competence, experience and facility/agency policies and procedures. The RN/LPN maintains accountability for all nursing tasks delegated.

I. GENERAL REQUIREMENTS

- A. Written policies and procedures related to delegation are maintained by the employer/agency
- B. Demonstrated and documented clinical proficiency of UAP/LNA that is age specific for population cared for is kept on file with the employer / agency.

II. GENERAL REQUIREMENTS

- A. The nurse maintains responsibility and accountability for the provision of nursing practice by directing care and determining the appropriate utilizations of any assistant involved in providing direct patient care
- B. The nurse may delegate only the implementation of a task/activity. Assessment, planning, evaluation, and nursing judgment cannot be delegated.
- C. Delegation must occur within the framework of the job description of the delegate, organizational policies and organizational procedures

- D.** The nurse uses critical thinking and professional judgment when following the Five Rights of Delegation to be sure that any delegation is: the right task, under the right circumstances, to the right person, with the right directions and communication, and under the right supervision and evaluation.
- a.** Right Task: Generally, appropriate activities for consideration in delegation decision-making include those:
 - 1. Which frequently recur in the daily care of a patient or group of patients;
 - 2. Which recognize that UAP do not have a knowledge base upon which to make nursing judgments;
 - 3. Which do not require complex or multi-dimensional application of the nursing process by a licensed nurse;
 - 4. For which the results are predictable and the potential risk is minimal; and
 - 5. Which utilize a standard and unchanging procedure.
 - b.** Right Circumstances: Match the complexity of the activity with the UAP competency and with the level of supervision available.
 - c.** Right Person: Instruct and/or assess, verify and identify the UAP's competency on an individual, task and patient-specific basis. Perform evaluations of UAP performance based upon standards and take steps to remedy failure to meet standards.
 - d.** Right Direction/Communication: The nurse individualizes communication regarding the delegation to the UAP/LNA and client situation, and the communication should be clear, correct, and complete. The nurse verifies comprehension with the UAP/LNA, and the UAP/LNA accepts the delegation and responsibility that accompanies it. Communication must be a two-way process. UAP/LNA should have the opportunity to ask questions and/or request clarification of expectations.

Situation specific communication includes:

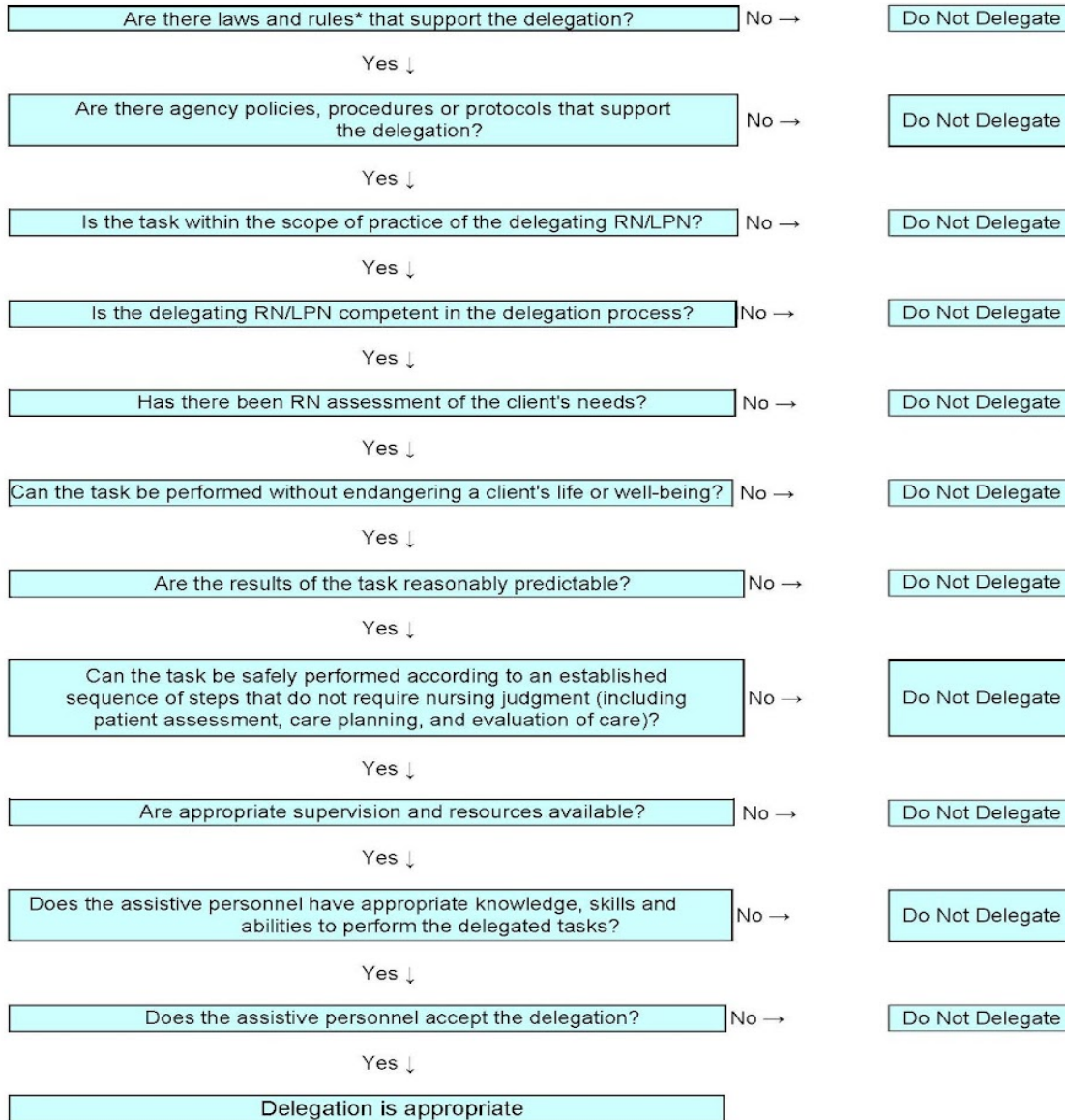
- ◆ specific data to be collected and method and time for reporting;
 - ◆ specific activities to be performed and any patient-specific instruction and limitation; and the expected results or potential complications and time lines for communicating such information.
- e.** Right Supervision/Evaluation: Provide directions and clear expectations of how the activity is to be performed:
- ◆ monitor performance and intervene as necessary;
 - ◆ obtain and provide feedback;
 - ◆ ensure proper documentation.

The degree of supervision required shall be determined by the licensed nurse after an evaluation of appropriate factors (see Decision Tree below) involved, including, but not limited to, the following:

1. stability of the condition of the patient;
2. training and capability of the unlicensed person to whom the nursing task is delegated;
3. nature of the nursing task being delegated; and
4. proximity and availability of a licensed nurse to the unlicensed person when performing the nursing task

Decision Tree for RN/LPN Delegation to Licensed and Unlicensed Assistive Personnel

(based on the National Council of State Boards of Nursing Decision Tree for Delegation to Nursing Assistive Personnel)



III. RATIONALE

Delegation is an essential skill that can be performed effectively and safely by licensed nurses. Proper use of the delegation skill is necessary when providing affordable, quality care by utilization of resources. The current healthcare environment dictates a need to delegate certain nursing task/activities/functions to numerous personnel with varied educational preparation, knowledge, skill, training, and cultural competence. All decisions related to delegation are based on the fundamental principles of protection of the public health, welfare, and safety. The nurse takes responsibility and accountability for the provision of all nursing care and therefore must assure that other personnel have the appropriate knowledge, skills, and competency to accept any delegation.

IV. REFERENCES

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