DELEGATION

What you need to know

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LEARNING OUTCOMES

• Learners will identify at least three principles to apply before delegating a task.

• Learners will demonstrate appropriate delegation strategies through case study applications.

• Learners will describe how to integrate knowledge into their practice.

• Learners will identify resources that can be used as reference and guidelines.
Healthcare Team
What is Nursing Delegation?

NCSBN & ANA (2019)

- A critical competency for every RN
- State licensures vary
- Process: Understand for safe, ethical, and effective execution
- Dependent on Nurse judgement
- Differs from “assignment”

“Delegation is allowing a delegatee to perform a specific nursing activity, skill, or procedure that is beyond the delegatee’s traditional role and not routinely performed.”
What Cannot be Delegated?

• Nursing judgement
• Any activity that will involve critical decision-making with nursing judgement
• Any activity requiring clinical reasoning
• Accountability
• Activities outside of authority or scope of practice
• Activities outside of the delegatee valid competencies

(NCSBN & ANA, 2019)
Responsibilities in the Delegation Process

Employer/Nurse Leader

- Communication
- Training & Education

Licensed Nurse

- Public Protection
- Communication

Delegatee

(NCSBN & ANA, 2019)
Selected Findings in Literature

**Wagner, O’Connor, & Hasenau (2018)**
- Communication difficulties (2-way)
- Delay in decision-making to delegate, except in situations of common tasks within the job descriptions of assistive personnel
- Trust

**Vogelsmeier (2011)**
- Role evolution in Nursing Homes;
- Delegation of medication administration to assistive personnel
- Carefully supervised; patient safety

**Akinola, Martin, & Phillips (2018)**
- Women less likely to delegate than men
- Women more likely to experience guilt and anxiety when delegating
- Women spend less time with subordinates and have lower-quality interactions
Five Rights of Delegation

- Right Task
- Right Circumstance
- Right Person
- Right Direction and Communication
- Right Supervision and Evaluation

(ANA, 2012; NHNA, 2018)
Decision-Making Tree

- Assessment of need, client complexity, care planning
- Scope of practice(s)
- Regulatory support to delegate
- Policies and Procedures (for delegating)
- Competent to decide
- Tasks align to delegation criteria
- Person accepting: skills, knowledge, ability, & willingness
- Policies (of the task)
- RN Supervision needed
- Document and evaluation

(ANA, 2012; NHNA, 2018)
Right Task
Right Circumstances
Right Person
Right Direction and Communication
Right Supervision and Evaluation
Case Study One: Mrs. H

• Delegate or not delegate?
• Right Task
• Right Circumstance
• Right Person
• Right Direction and Communication
• Right Supervision and Evaluation
CASE STUDY TWO: MEDICATION AT SCHOOL

• Delegate or not delegate?
Further Considerations for Delegation in Schools
Case Study Three: Medical Assistant Collaboration
Case Study Four: Assistive Personnel Delegation?
Questions?
References

- Photo images from Dreamscape