

## Nursing Outcomes & Nursing Delegation

What They Are.....  
What They Are Not....  
What's It All About?

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## Learning Objectives

- Define nursing outcome and nursing delegation.
- Differentiate responsibilities of the nursing team.
- Discuss implementation of delegation.

## Nursing Outcome

- Measurable state or behavior
- Amenable to nursing interventions
- Maintains or improves an individual's health, comfort and well-being

## Sample Nursing Outcome: Adequate Fluid Balance

### Interventions

- Determine risk factors
- Monitor I/O
- Monitor B/P, HR & resp
- Monitor skin turgor
- Monitor color of urine
- Monitor for s/s vertigo
- Monitor LOC
- Monitor body weight

### Outcomes

- Risk factors documented
- 24-hour fluids balanced
- Vital signs WNL; no adventitious BS
- Skin hydrated
- Straw colored urine
- No orthostatic hypotension
- No confusion
- Body weight stable

## Delegation

- *Delegation is not an abdication of responsibility. Successful delegation requires receptiveness; willingness to let go, willingness to trust.*

Ohio Board of Nursing, 1999.

## Delegation and Regulation

- Program limitations
- Personnel limitations
- Task limitations
- Required procedure for delegation
- Consumer limitations
- State Board's Position

## Foundations of Delegation

- State nurse practice acts define the legal parameters for nursing practice
- The nurse is responsible for knowing other regulations and standards that apply to nursing practice
- There is both individual and organizational accountability for delegation
- Delegation is a nursing skill that requires clinical judgment and accountability for care

## Definition of Nursing

Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communities, and populations

Available at  
<http://www.nursingworld.org/EspeciallyForYou/StudentNurses/WhatisNursing.aspx>

## Delegation

- Delegation is the act of transferring to a competent individual to perform a selected nursing task in a selected situation
- All decisions related to delegation of nursing tasks must be based on the fundamental principle of protection of health, safety and welfare.
- Assignment is the distribution of work to be accomplished

• National Council of State Boards of Nursing (2005). Working with Others: A Position Paper. Available at <http://www.ncsbn.org>

## Accountability

- Accountability is being responsible and answerable for actions or inactions of self or others in the context of delegation
- Licensed nurse accountability
- Unlicensed assistive personnel accountability
- Organizational accountability (NCSBN, 2005)

## Members of the Nursing Team

- Advanced Practice Registered Nurse
- Registered Nurse
- Licensed Practical/Vocational Nurse
- Unlicensed Assistive Personnel

### Definition of APRN

- Graduate-level education and national certification in APRN role
- Maintains continued competence and advanced clinical knowledge to provide direct and indirect care to patients
- Builds on RN competencies and assumes responsibility and accountability for health promotion and maintenance as well as the assessment, diagnosis, and management of patient problems, which includes the use and prescription of pharmacologic and non-pharmacologic interventions
- Has clinical experience of sufficient depth and breadth to acquire the intended license
- National Council of State Boards of Nursing (2008). Consensus Model for APRN Regulation: Licensure, Accreditation, Certification & Education. Available at [www.ncsbn.org](http://www.ncsbn.org)

### Definition of Roles

- **Registered Nursing:** performance of any nursing act in the **observation, care, counsel** of individuals or groups who are ill, injured or experiencing changes in normal health processes or the **maintenance of health**; in the **prevention of illness** or disease; in the **supervision and teaching** of those who are or will be involved in nursing care; in the **delegation** of selected nursing tasks and procedures to appropriately trained unlicensed persons as determined by the board; or in the **administration of medications and treatments**.....
- National Council of State Boards of Nursing (2004). Model Nursing Practice Act and Model Nursing Administrative Rules. Available at [www.ncsbn.com](http://www.ncsbn.com)

### Registered Nurse Accountability

- The registered nurse is responsible and accountable for making decisions based upon educational preparation and experience.
- Shall be held accountable for the quality and quantity of nursing care given by him/herself or others who are under his/her supervision.

### Definition of Roles

- **Practical Nursing:** means the performance of **selected nursing acts** in the care of individuals or groups who are ill, injured, or experiencing changes in normal health processes; in the **maintenance of health**; in the **prevention of illness** or disease...**teaching** of those who are or will be nurse aides. Practical nursing is performed **under the direction or supervision** of a licensed medical practitioner.....registered nurse
- National Council of State Boards of Nursing (2004). Model Nursing Practice Act and Model Nursing Administrative Rules. Available at [www.ncsbn.com](http://www.ncsbn.com)

### LPN Accountability

- The licensed practical nurse shall be held accountable for the quality and quantity of nursing care given to patients by him/herself based upon education preparation and experience.

### Definition of Roles

- **Nurse aide practice** means the performance of services requiring education, training and skill specified ....for certification. Such **services are performed under the supervision of a dentist, physician.....professional nurse, licensed practical nurse** .....

## Policy Statements

- The RN assigns or delegates tasks based on the needs and condition of the patient, potential for harm, stability of the patient's condition, complexity of the task, predictability of the outcomes and abilities of the staff to whom the task is delegated.

(Nursing Scope and Standards of Practice, ANA, 2003)

## Policy Statement

- It is the purpose of unlicensed assistive personnel (UAPs) to enable the professional developmental disabilities nurse to provide nursing care for the consumer, and it is the nursing profession that defines and supervises the education, training, and utilization for any unlicensed assistant roles in providing nursing tasks.

DDNA Position Statement on Delegation. Available at [www.ddna.org](http://www.ddna.org).

## Scope of Practice

- Scope of practice is the parameters of the authority to practice granted to a nurse through licensure.
- Unlicensed individuals do not have a "scope of practice" as defined by law.

## Appraisal of Critical Thinking

- Conduct self-appraisal
- Learn from mistakes
- Recognize personal indicators that thinking is less than optimal
- Lead discussion and scenarios
- Develop a education plan
- Trust your intuition
- Use a model of critical thinking; step-by-step process

## Implementation of Delegation

- **Right Task**  
*-one that is delegable for a specific person*
- **Right Circumstances**  
*-appropriate setting*
- **Right Person**  
*-appropriate skills, training and education*
- **Right Direction/Communication**  
*-clear description of the task*
- **Right Supervision**  
*-appropriate monitoring, evaluation, intervention and feedback*

## Criteria for Delegation

- Assessment of the client population to be served
- Analysis and identification of nursing needs and priorities
- Establishment of organizational standards to provide for sufficient supervision
- Communication of the delegation plan to the staff

### Right Task: Complexity of the Procedures

- Procedures that require the nursing process components of assessment, planning and evaluation during implementation cannot be delegated.
- The task or procedure can be properly and safely performed by the unlicensed person.
- The delegating nurse retains responsibility and accountability for nursing care of the client, including nursing assessment, planning, evaluation, documentation and supervision.

### Right Task

- The person performing the task is clearly identified to the client as an unlicensed person.
- Delegated tasks and procedures shall not be reassigned by unlicensed personnel.
- Nursing tasks shall only be delegated after an assessment is performed.

### Right Task

- The task does not require the exercise of independent nursing judgment.
- The task does not require complex observation or critical decisions with respect to the nursing task or procedure.
- The task occurs frequently during the routine care of the client.
- The task does not require repeated performance of nursing assessment.

### Right Task

- The delegated tasks and procedures are within the knowledge, area of responsibility and skills of the delegating nurse.
- The task or procedure is standardized and can be performed according to exact, unchanging direction.

### Right Task

- Has predictable results and for which the consequences of performing the task improperly are minimal and not life-threatening.
- The delegating nurse shall assess the training, skills and experience of the unlicensed person and shall verify competency.

### Right Circumstances

- ICF/MR
- Skilled nursing
- Acute nursing
- Community group or individual home
- Structured vs. Unstructured Nursing Organization, including client directed care (NCSBN, 1997)

### Right Person

- Identification of the educational and training requirements for unlicensed persons which assures safe nursing care.
- Educational requirements are built upon formal training, competency assessment, orientation to a specific setting, interpersonal and communication skills, and the experience of the individual UAP in assisting with nursing care.

### Right Communication

- Delegated tasks are communicated on a client-specific basis to an unlicensed person with clear, specific instruction for performance of activities, potential complications and expected results

### Right Supervision

- Guidance or direction of a delegated nursing task or procedure by a qualified, registered nurse who provides periodic observation and evaluation of the performance of the task and who is accessible to the unlicensed person.

### Right Supervision

Method and frequency based on the following:

- Stability and condition of the client
- Experience and competency of the unlicensed person
- Nature of the tasks and procedures being delegated
- Proximity and availability of the registered nurse when the nursing tasks is being performed

### Right Supervision

Supervision includes but is not limited to:

- Monitoring the performance of the task.
- Evaluating the outcome.
- Ensuring appropriate documentation.
- Being accessible for consultation and intervention.
- Determining the appropriateness of the task.
- Deciding when delegation is no longer appropriate.

### Nursing Tasks That Cannot Be Delegated

- **Activities involving nursing assessment, problem identification and outcome evaluation which require independent nursing judgment**
- **Counseling or teaching except for activities related to promoting independence in personal care and daily living**
- **Coordination and management of care involving collaboration, consultation or referral**
- **Emergency and non-emergency triage**
- **Administration of medication except as specifically permitted by the VDCA**
- **Circulating duties in an operating room**

## Accepting Assignment to Supervise

- Identified the delegated authority
- Laws and rules in place to support supervision
- Task within the scope of practice of the supervising nurse
- Appropriate resources
- Both nurse and UAP competency
- Does task require repeated nursing judgment
- Agency policies, procedures and protocol

## Accountability for Delegation

- The RN is accountable for the delegation decision, the process and the ongoing monitoring of the outcomes of nursing care.(ANA)
- State practice act, standards and code of ethics
- Organizational policies and procedures

## Parting Thoughts

Do more than belong: participate.

Do more than care: help.

Do more than believe: practice.

Do more than be fair: be kind.

Do more than forgive: forget.

Do more than dream: work. *William Ward*

We must become the change we want to see. *Ghandi*