

# DELEGATION & ACCOUNTABILITY



# Key ideas?

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- # What can be delegated?
- # Why?
- # How does delegation relate to precepting?
- # Who is responsible for care?

# Delegation

“Transferring to a competent individual authority to perform a selected nursing task in a selected situation”  
(Hansten & Jackson, 2004)

\*\*\* Right task given to right person at right time

# Definitions

- # Authority: the right to act or empower
- # Delegation: a process by which responsibility and authority are transferred to another individual
- # Responsibility: an obligation to accomplish a task
- # Supervision: Provision of guidance or direction to perform and accomplish a task.

(Hansten & Jackson, 2004)

# Assignment vs. Delegation

## # Assignment

- Allocating the care of particular clients to someone for whom this care falls within their licensed scope of practice

## # Delegation

- Allocating the care of particular clients to someone for whom this care falls OUTSIDE their licensed scope of practice as defined by Nurse Practice Act

# Delegation

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- # Determine to whom to delegate
- # Provide clear communication about expectations of the task
- # Reach mutual agreement about the task at hand
- # Monitor and evaluate results, give praise and give effective feedback

# What can or cannot be delegated?

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- # Assessment, evaluation, and nursing judgment?
- # Tasks, procedures, technical duties?
- # Specific limits to interventions are outlined in each state and vary according to law

# TEMPLATE FOR DELEGATION PROCESS

- # Have "evidence" that the deligatee is competent
- # Match the right task with the right delegate
- # Communicate effectively
- # Offer and receive feedback

# FIVE RIGHTS OF DELEGATION

- # Right task
- # Right person
- # Right communication
- # Right supervision, feedback
- # Right circumstances



# Defining our practice

## How to decide who is responsible?

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- # Practice acts
- # Standards of care
- # Job description
- # Policy and procedures

# Purpose of Nurse Practice Acts

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- # Protect the public
- # Define the practice of nursing
- # Set standards for the nursing profession
  
- # Scope vs. professional standards?

# Regional/professional vs. agency specific expectations

## # Standards of Care

- What are they?
- Sources of standards

## # Job descriptions & Policy Statements

- Agency specific
- Limited by Nurse Practice Act

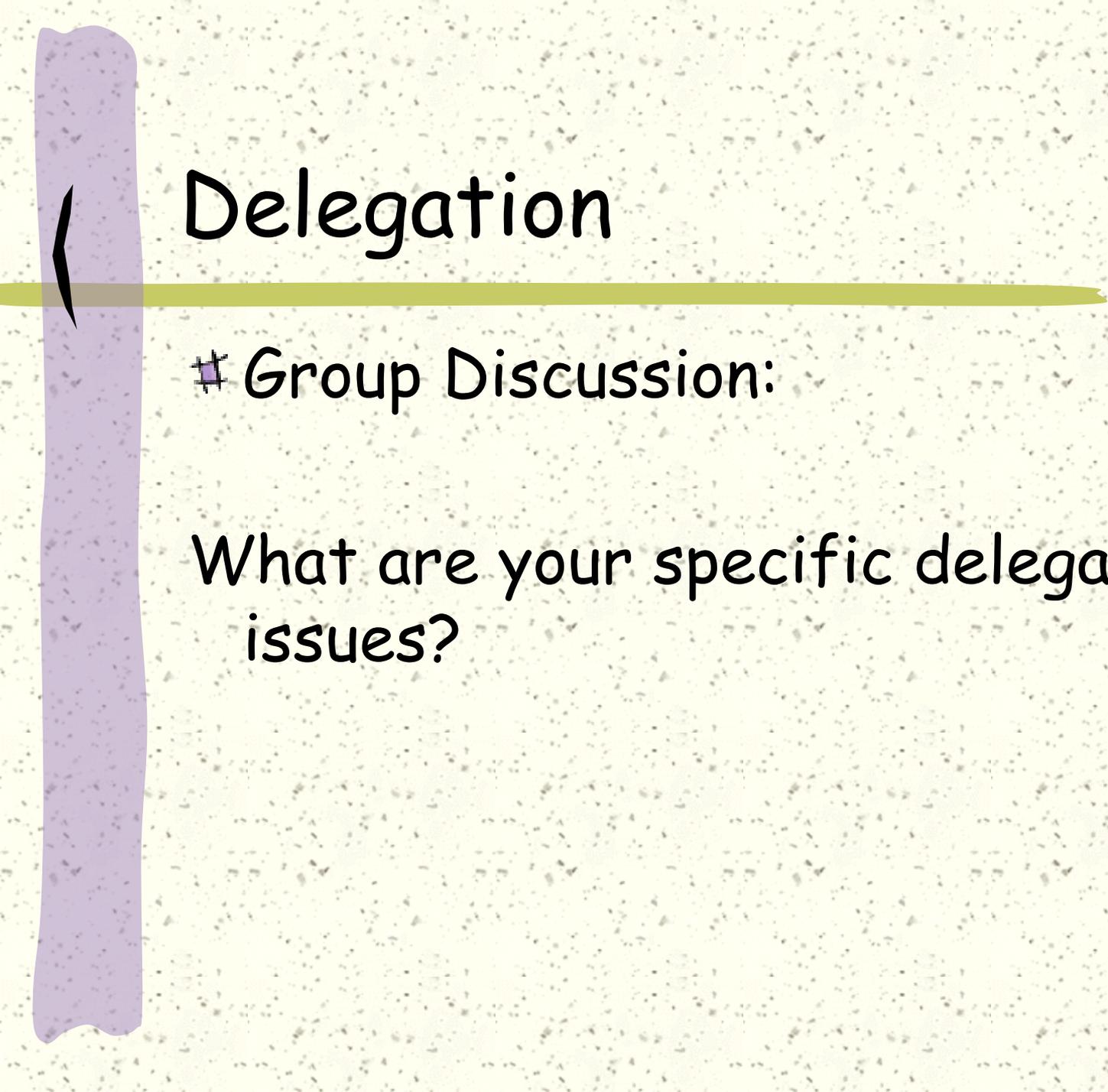
# WHO IS ACCOUNTABLE?

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# RN is accountable for:

- the decision to delegate
- assessing patient needs
- planning desired outcomes
- assessing the competencies of the delegate
- giving clear directions
- providing follow up

# Delegation



# Group Discussion:

What are your specific delegation issues?

# Standards of Practice

## (ANA: Competent Nursing Care)

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1. Assessment
2. Diagnosis
3. Outcomes Identification
4. Planning
5. Implementation
  1. Coordinate Care
  2. Health teaching, Health promotion
  3. Consultation
  4. Prescriptive Authority
6. Evaluation

# Standards of Professionalism (ANA: Competent Behaviors)

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7. Quality of Practice
8. Education
9. Professional Practice Evaluation
10. Collegiality
11. Collaboration
12. Ethics
13. Research and Research Utilization
14. Leadership