

2019 WISCONSIN  
ASSISTED LIVING ASSOCIATION  
SPRING  
CONFERENCE



# NURSE DELEGATION

Bob Lightfoot, RN

Thursday, March 14

1:30 P.M.

## NURSE DELEGATION

Presented by:  
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## What Is The Practice of “Professional Nursing”?

- The performance for compensation of any act in the observation or care of the ill, injured, or infirm, or for the maintenance of health or prevention of illness of others, that requires substantial nursing skill, knowledge, or training or application of nursing principles based on biological, physical and social sciences.

Wisconsin Nurse Practice Act  
Wisconsin Statute Section 441.001(4).



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## What is Included In The Definition of Professional Nursing?

- Observing **and recording** symptoms and reactions;
- Performing procedures and techniques in the treatment of the sick under the general or special supervision or direction of a physician;
- The performance of general nursing procedures and techniques;
- *The supervision of a patient and the supervision and direction of an LPN and less skilled assistants.*

Wisconsin Statute Section 441.001(4)

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## Practical Nursing

- "The performance for compensation of any simple acts in the care of convalescent, subacutely or chronically ill, injured or infirm persons, or of any act or procedure in the care of the more acutely ill, injured or infirm under the specific direction of a nurse or physician..."

Wisconsin Statutes Section 441.001(3).



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## A Simple Act Means...

- "The act does not require any substantial nursing skill, knowledge, or training, or the application of nursing principles based on biological, physical, or social sciences, or the understanding of cause and effect in the act..."

or

- "The act is one that is of a nature of those approved by the board for the curriculum of schools for licensed practical nurses."

Wisconsin Statute Section 441.001(3)

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## Standards of practice for RNs



- **General Nursing Procedures:** An R.N. shall utilize the nursing process in the execution of general nursing procedures in the maintenance of health, prevention of illness or care of the ill. The nursing process consists of the steps of **assessment**, **planning**, **intervention** and **evaluation**.
- Perform delegated medical acts
- *Supervision & Direction of Delegated Nursing Acts* Wis. Admin Code N6.03

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## Standards of Practice for LPNs

- **Performance of Acts in Basic Patient Situations.** In the performance of acts in basic patient situations, the L.P.N. shall, under the general supervision of an R.N. or the direction of a physician, podiatrist, dentist or optometrist: (a) Accept only patient care assignments which the L.P.N. is competent to perform; (b) Provide basic nursing care; (c) Record nursing care given and report to the appropriate person changes in the condition of a patient; (d) Consult with an R.N., physician, podiatrist, dentist or optometrist in cases where an L.P.N. knows or should know a delegated nursing or medical act may harm a patient; and, (e) Perform the following other acts when applicable: 1. Assist with the collection of data; 2. Assist with the development and revision of a nursing care plan; 3. Reinforce the teaching provided by an R.N., physician, podiatrist, dentist or optometrist and provide basic health care instruction; or, 4. Participate with other health team members in meeting basic patient needs.
- **Perform Acts in Complex Patient Situations** under the direct supervision of an RN or physician
- **Assume Charge Nurse** position in Nursing Homes

Wis Admin Code N6.04

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## RN Standard of Practice

- **Assessment** – continual collection of data about a patient
- **Planning** – developing a care plan
- **Intervention** – administering care or delegating care
- **Evaluation** – determining progress or lack of progress toward care plan goals

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## Violation of Nurse Standards

- A violation constitutes **unprofessional conduct or misconduct** and may result in the nursing board limiting, suspending or revoking a nurse's license to practice nursing or giving a public reprimand to a nurse.
- Wis Admin Code Nurse 6.05

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## Definitions Important for Delegation

**Basic Nursing Care:** Care that can be performed following a defined nursing procedure with minimal modification in which the response of the patient to the nursing care is predictable. N. 6.01

**Basic Patient Situation:** As determined by an RN or physician, means the following 3 conditions prevail at the same time in a given situation: condition predictable, orders not changing frequently, condition requires only basic nursing care



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## Important Definitions continued...

- **Direct Supervision:** Immediate availability to continually coordinate, direct and inspect at first hand the practice of another.
- **General Supervision:** To regularly coordinate, direct and inspect the practice of another.

Wis. Admin. Code N6.02(6) and (7)

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## Nursing Delegation



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## Del' • ə • gāt

To entrust another;

To appoint as one's representative;

To assign responsibility or authority.



Miriam Webster's online Dictionary

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## Why Delegate?

- Necessity
- Healthcare cost savings
- Reduced visits to emergency rooms
- Improved and more efficient care delivery



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## Supervision and Direction of Delegated Nursing Acts

- In the supervision and direction of delegated nursing acts an RN shall:
  1. Delegate tasks commensurate with educational preparation and demonstrated abilities of the person supervised;
  2. Provide direction and assistance to those supervised;
  3. Observe and monitor the activities of those supervised;
  4. Evaluate the effectiveness of acts performed under supervision.

Wis. Admin. Code N6.03(3)



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## Proper Nurse Delegation

1) **Delegate tasks commensurate with the educational preparation and demonstrated abilities of the person supervised.**

- assess willingness, competency, enthusiasm



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## Proper Nurse Delegation

2) **Provide Direction And Assistance To Those Supervised**

■ "Professionalize the non-professional"



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## Proper Nurse Delegation

3) **Observe and Monitor The Activities Of Those Supervised**

■ Reward and recognize



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## Proper Nurse Delegation

### 4) Evaluate The Effectiveness Of Acts Performed Under Supervision

- Reviews, return demos, teaching with errors



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## How Do I Make Clear That I am Delegating?

Delegation and the rescinding of delegation must be in writing for each employee and must be client-specific and task-specific.

This documentation must include start date and end date of delegation, and signatures of both the delegating RN and the employee accepting delegation.

A separate form will be implemented by the delegating RN for each client, task, and employee.



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## The 5 Rights of Delegation



- **Right Task**  
One that is delegable for a specific patient.
- **Right Circumstances**  
Appropriate patient setting, available resources, and other relevant factors considered.
- **Right Person**  
Right person is delegating the right task to the right person to be performed on the right person.

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## The 5 Rights of Delegation (cont'd)

- **Right Direction/Communication**  
Clear, concise description of the task, including its objective, limits and expectations.
- **Right Supervision**  
Appropriate monitoring, evaluation, intervention, as needed, and feedback

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## Nurses' Concerns

- Staff training/knowledge
- Staff being busy or understaffed
- Exercising appropriate judgment

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## Fundamental Principles of Delegation

- Health, safety and welfare of our residents
- Nurse Accountability
- Organizational Accountability



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## Delegation Issues

Injectables  
Assessment  
LPN delegator?  
Delegating Nurse leaves employment  
Rescinding a delegated task  
Change in Condition – stable vs unstable

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### Delegated tasks that DHS requires an RN assessment prior to performance of the delegated task:

Administration of vaginal or rectal medication  
Bowel elimination program  
Catheterization  
Irrigation  
Gastric tube feeding  
Medication administration via gastric tube (enteral)  
Use of oxygen • Nebulizer treatment  
Use of suctioning equipment  
Pressure sore beyond stage 1 Other types of wound care as determined by the RN  
Stoma care  
Injections, including use of an Epi pen for allergic reaction  
Tracheotomy care  
Other invasive and/or high risk procedures

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## Scenario #1

- Heavenly Meadows CBRF has just had an annual state survey with several med errors cited. All citations involved different carestaff making the following med errors:
- Wrong medication given x3
- Medication given outside of prescribed administration times x2
- Med admin not documented

You are the RN for the facility responsible for the delegated acts. Do you take any action? If so, what?

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## Scenario #2

- Jim McMurphy is an RN at Lucky Charms Assisted Living. Lucky Charms also employs 2 LPNs in addition to a full complement of carestaff. Jim relies on the LPNs to supervise medication passes, and certain treatments and once per year sits down with the 2 LPNs to discuss their supervision.
- Is Jim delegating? If so, appropriately?

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## Resources

- <https://www.dhs.wisconsin.gov/regulations/training/c10-ho1.pdf>
- <https://www.dhs.wisconsin.gov/regulations/assisted-living/mm-rn-delegation.htm>

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## THANK YOU!

### Attorney Bob Lightfoot, RN



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