



## Nurse Delegation Task Force

### *Our Mission*

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To address the changing care needs of disabled and seriously ill individuals of a variety of ages, it is essential that the health workforce be positioned to deliver care and perform health maintenance tasks in a safe and effective manner. Fiscal constraints, nursing shortages, and increases in patient care complexity have cultivated an environment in which delegation is necessary. By expanding parameters around nursing delegation, with specific attention given to effective use of certified nursing assistants (CNAs), not only does the likelihood of staff burnout and overwhelmed RNs lessen, but it is also a method of addressing staffing shortages putting pressure on all facets of the health care world.

In Illinois, RNs are authorized to delegate specific nursing interventions (such as bedside care, limited medication administration, feeding assistance, or vitals monitoring) to other RNs, LPNs, and unlicensed personnel based on the comprehensive nursing assessment. In community-based or in-home care settings, RNs can delegate, guide, and evaluate the implementation of nursing interventions as a component of patient care coordination. While this is a good first step, Illinois can be doing more.

The primary benefit of delegation in nursing is that it allows a qualified healthcare worker, like an RN, to transfer routine and low-risk duties to nursing assistive personnel. This frees up the RN's time to address other pressing matters, including critical patients and tasks. When used appropriately, delegation is safe and effective, improves outcomes, and does not compromise a patient's experience.

As the conversation surrounding nursing delegation continues, nurses who work with home care workers should be engaged in the development of guidelines, as should the workers themselves.

***Proposed Change: Section 245.40; Staffing and Staff Responsibilities***

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h) Registered Professional Nurse. The RN may perform selected acts in accordance with the Nurse Practice Act and the Nurse Practice Act administrative rules. Skilled nursing services shall be provided by an RN in accordance with the plan of treatment. The RN shall:

1-7) Technical language changes

8) May delegate nursing interventions to other registered professional nurses, licensed practical nurses, and other unlicensed personnel. The delegation shall be based on the comprehensive nursing assessment that includes, but is not limited to:

- (A) The stability and condition of the patient;
- (B) The potential for harm;
- (C) The complexity of the nursing intervention to be delegated;
- (D) The predictability of outcomes; and
- (E) The competency of the person to whom the nursing intervention is delegated. To ensure competency, the RN must provide instruction to the licensed practical nurse and or home health aide and evaluate the licensed practical nurse and or home health aide's experience, training or education.

9) May refuse to delegate, stop, or rescind a previously authorized delegation;

10) Is prohibited from:

- (A) Mandating an RN to delegate nurse interventions when the RN has determined that it is not appropriate to do so;
- (B) Delegating nursing judgement, the comprehensive patient assessment, development of a plan of care, and evaluation of care to licensed or unlicensed personnel;
- (C) Allowing a licensed practical nurse or unlicensed personnel to re-delegate a nursing intervention that had been delegated to them by the RN.