

Nurse Delegation – Disaster Care

- Nursing delegation is important for smooth workflow especially with limited resources during a pandemic
- Studies show that delegating to others IMMEDIATELY is the key to improving patient care
- There is a line between scopes of practice between RN's and Nurse's Aids

Registered Nurse Scope of Practice

- Hands on skills that are **INVASIVE** such as:
 - Phlebotomy
 - Urinary catheter insertion
 - IV insertion
 - Dressings
 - Suctioning
 - Administering medications
- Teaching – medication, diagnoses
- Assessment/Planning
- Analyzing client by implementing and evaluating care

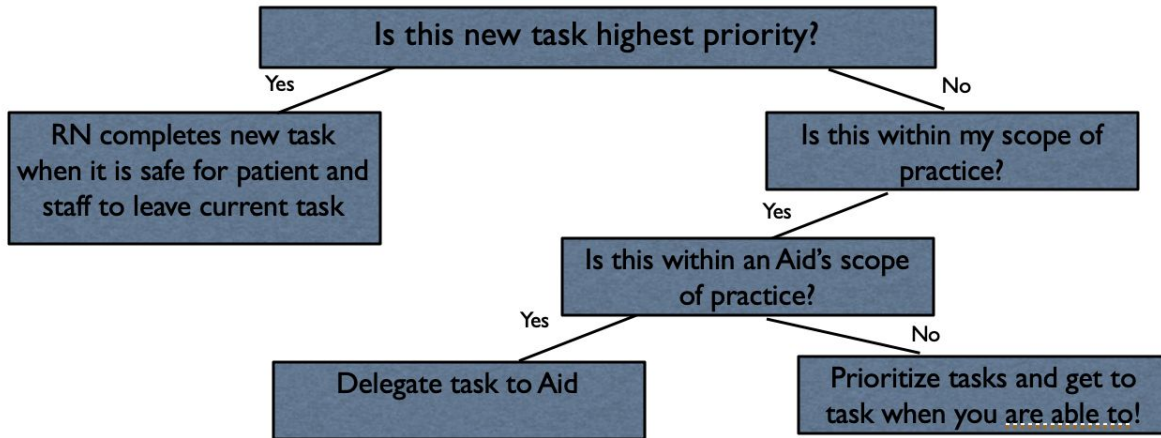
Nurses Aid Scope of Practice

- Hands on skills that are **NON-INVASIVE** such as Activities of Daily Living:
 - Mobility/Ambulation
 - ROM exercises
 - Grooming/hygiene
 - Checking vital signs
 - Toileting
 - Helping Nurses with turns, etc.
 - Intake/Output
 - Delegated by the nurse

Delegation

- RN is **ABLE** to do Aid tasks but Aid **IS NOT** able to do RN tasks
- If the Aid is busy and you are not, do the task to help the Aid! Team work ☺
- What is the priority?
- **IMPORTANT!**
 - With high patient to nurse ratios, response time will be longer than normal. It is important to prioritize tasks. We are here to help as much as we can. It is important to do what only you can handle and to recognize your limits! Delegation not only helps the team but also helps relieve nurse overload.

This is basic delegation to Aids:



Communication

- Communication in a kind and respectful manner with gratitude will go a long way.
- Here are some communication acronyms:
 - **SBAR**
 - Situation – what’s going on?
 - Background – this is their history
 - Assessment – this is what I see
 - Recommendation – this is what I recommend
 - **CARE** - conflict
 - Communicate – describe how you feel
 - Actively listen – don’t interrupt and hear the other side
 - Review options – brainstorm with each other
 - End with win-win – choose option best for each side
 - **DESC** - conflict
 - Describe specifically the behavior, be concrete
 - Express how the behavior makes you feel/ your concerns
 - Suggest alternatives; seek agreement
 - Consequences for team goals should be stated; strive for consensus
- It’s important to use briefs, debriefs, huddles, and call outs to support each other! Don’t forget this is a team effort and we are so thankful that you are a healthcare worker doing all that you can in such a difficult time!