

Can insulin be delegated to an unlicensed school staff person?

A reference and decision making guide for schools in Nebraska

Who can administer medications in school per Rule 59?

- Licensed healthcare professional for whom medication administration is within scope of practice
- Staff member of a school may provide routine medications
 - by the usual routes (oral, topical, inhaled, distilled)
 - after demonstrating competency (must be medication trained, assessed for knowledge of the competencies, and given a certificate)

Injection is not a "usual route". What about medications given by other routes?*

- The staff person, who has been medication trained, may provide medications through other routes (such as injection) if:
 - A licensed health care professional has determined, in writing, that the specific procedures can be done safely for a specified student
 - Directions for the specific student are placed in writing

What interventions can and can't be delegated in Nebraska?

You may delegate interventions that:

- Occur daily or frequently
- Do not require independent nursing judgment
- Do not require complex or multi-dimensional nursing process
- Results are predictable
- Risk is minimal
- Procedure is standard and unchanging

You cannot delegate assessment, planning, evaluation, and nursing judgment.

Does the student have a Diabetes Medical Management Plan (DMMP) where the staff could follow directions without needing to use nursing judgement?

What are the 5 Rights of Delegation?

1. Right Task: The activity falls within the staff member's job description, the school provides necessary training.
2. Right Circumstance: The health condition of the patient must be stable. **The student's diabetes must be under good control for delegation of insulin to be safe.**
3. Right Person: The staff member must possess the skills and knowledge to perform the activity.
4. Right Directions and Communication: Each delegation situation should be specific to the student, the nurse, and the staff member.
5. Right Supervision and Evaluation; the staff member must:
 - Understand the terms of delegation and
 - Agree to accept the delegated activity.

Best Practices for Insulin Administration:

- Verify insulin dose with a second person.
- Correction doses should be calculated by 2 different people separately to ensure you are coming to the right answer.



Can insulin be delegated to an unlicensed school staff person?

Be sure the basic guidelines below are met

The School

- Has appropriate staffing to meet the needs of the student with diabetes
- Has a job description for the unlicensed staff that includes medication administration
- Provides training for staff

The Healthcare Provider

- Provides written directions and determination that insulin injection can be safely done for student

The School Nurse

- Is an RN or higher in order to delegate
- Determines if the 5 Rights of Delegation are met and if delegation is appropriate
- Trains the delegatee (unlicensed assistive personnel) on medication administration and student-specific instructions on insulin administration
- Provides supervision and monitoring of the delegatee

All school staff must comply with written directions and follow the student's Diabetes Medical Management Plan

The Delegatee

- Has accepted the delegation
- Has been medication trained
- Has been further trained provide insulin administration per student-specific instructions
- Contacts the nurse for any questions or concerns

The Family

- Provides medications, supplies, and current DMMP
- Is in agreement of delegation plan

***Rule 59 text for Other routes (besides oral, inhalation, topical or instilled):**

003.03 A staff member of a school determined to be competent by a recipient with capability and capacity to make an informed decision about medications, a caretaker, or a health care professional may provide medications through additional activities listed in subsections 003.03A through 003.03C, if it has been determined by a health care professional and placed in writing that these activities can be done safely for a specified recipient.

- 003.03A Provision of PRN medications;
- 003.03B Provision of medications by routes in addition to those identified in subsections 003.02A through 003.02D, including, but not limited to, gastrostomy tube, rectal, and vaginal, but not including the provision of medications or fluids intravenously; and
- 003.03C Participation in observing and reporting for monitoring medications.

003.04 Direction for staff members of a school to provide medication by routes not listed in subsection 003.02 of this Chapter must be for recipient specific procedures and must be in writing. Direction for PRN medication must be in writing and include the parameters for provision of the PRN medication. Direction for observing and reporting for monitoring medication must be in writing and include the parameters for the observation and reporting. Staff members of a school must comply with written directions.

In Summary:

There are many considerations that Registered Nurses (RNs) must think about when delegating medication. This reference guide summarizes pertinent laws and best practices. Ultimately, the RN determines whether delegating insulin is the right call for the specific student and situation. If all conditions are met, then the unlicensed school personnel (UAP) may be trained in administration of injected medications including insulin and the RN will supervise and evaluate.