

School Health Quick Reference Guide:

Five Rights of Delegation

✓ 1: Right Task



The activity falls within the delegatee's job description or is included as part of the established written policies and procedures of the nursing practice setting.

The facility needs to ensure the policies and procedures describe the expectations and limits of the activity and provide any necessary competency training.

✓ 2: Right Circumstance



The health condition of the patient must be stable.

If the patient's condition changes, the delegatee must communicate this to the licensed nurse, and the licensed nurse must reassess the situation and the appropriateness of the delegation.

✓ 3: Right Person



The licensed nurse along with the employer and the delegatee is responsible for ensuring that the delegatee possesses the appropriate skills and knowledge to perform the activity.

✓ 4: Right Directions and Communication



Each delegation situation should be specific to the patient, the licensed nurse and the delegatee. The licensed nurse is expected to communicate specific instructions for the delegated activity to the delegatee. This communication includes:

- any data that need to be collected,
- the method for collecting the data,
- the time frame for reporting the results to the licensed nurse, and
- additional information pertinent to the situation.

The delegatee, as part of two-way communication, should ask any clarifying questions.

✓ 5: Right Supervision and Evaluation



The licensed nurse is responsible for:

- monitoring the delegated activity,
- following up with the delegatee at the completion of the activity
- evaluating patient outcomes, and
- assuring appropriate documentation is completed.



Do's and Dont's of Delegation

When could delegation be considered?

The Registered Nurse (RN) may consider delegating 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

What cannot be delegated?

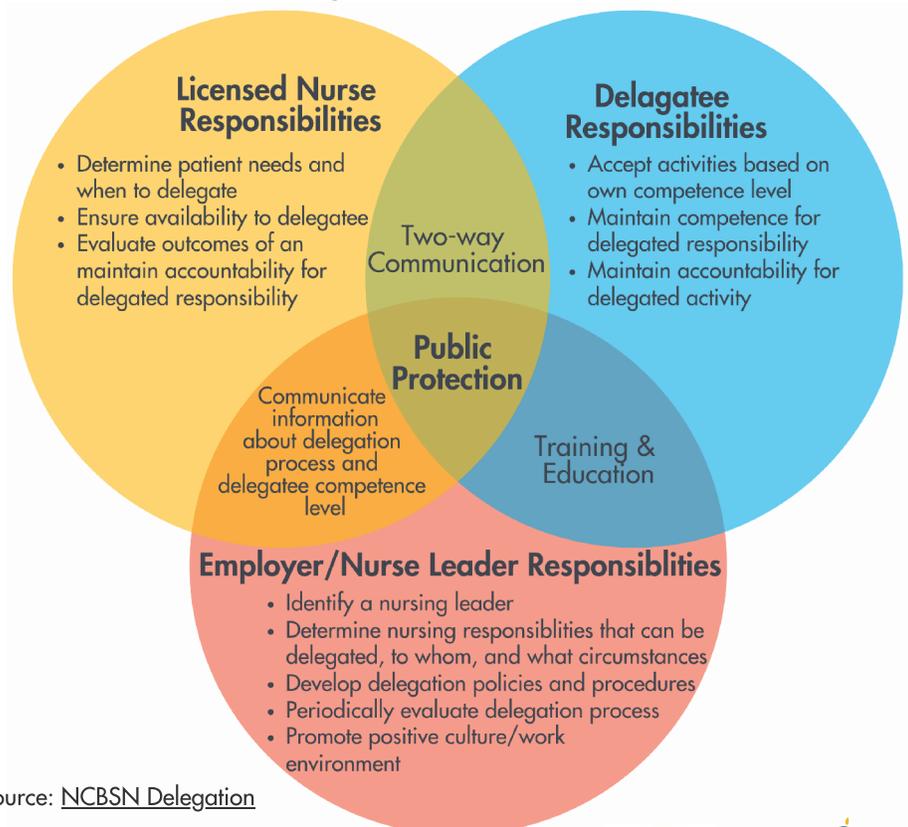
The RN cannot delegate:

- Assessment
- Planning
- Evaluation
- Nursing judgment
- Coordination and management of care
- Triage
- Complex interventions
- Teaching healthcare practices
- Counseling
- Writing IHPs
- Data collection that requires assessment interpretation or problem identification

Considerations When Delegating:

- Stability of the student
- Overall complexity of the student
- Specific Needs of the student
- Complexity of the task
- Competence of the Unlicensed Assistive Personnel (UAP)
- Expected outcomes
- Needs of other students
- Time it takes to accomplish task correctly

Shared Responsibility in Delegation:



Source: [NCBSN Delegation](#)