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An advisory opinion adopted by AZBN is an interpretation of what the law requires. While an advisory opinion is not law, it is more than a recommendation. In other words, an advisory opinion is an official opinion of AZBN regarding the practice of nursing as it relates to the functions of nursing. Facility policies may restrict practice further in their setting and/or require additional expectations related to competency, validation, training, and supervision to assure the safety of their patient population and or decrease risk.

**OPINION: DELEGATION OF NURSING  
ASSISTANT TASKS  
APPROVED: 1/10  
REVISED DATE: 03/13  
ORIGINATING COMMITTEE:  
SCOPE OF PRACTICE COMMITTEE**

Within the Scope of Practice of  X  RN  X  LPN

### **ADVISORY OPINION DELEGATION OF NURSING TASKS**

#### **STATEMENT OF SCOPE**

It is within the Scope of Practice of RN's & LPN's to delegate to and supervise certified nursing assistants (CNA) and other trained health care workers who perform nursing assistant skills for which they have received didactic and clinical instruction. The nurse may only delegate tasks that he or she believes that the health care worker has the knowledge and skill to perform, taking into consideration training, cultural competence, experience and facility/agency policies and procedures.

#### **I. GENERAL REQUIREMENTS**

- A. Written policies and procedures are maintained by the employer/agency
- B. Satisfactory completion of an instructional program and documentation is on file with employer / agency.
- C. Demonstrated and documented clinical proficiency that is age specific for population cared for is kept on file with the employer / agency.

#### **II. COURSE OF INSTRUCTION**

- A. Additional training for any new task/skill should be provided that enables the CNA or trained health care worker to:
  - Meet the unique physical and psychosocial needs of the new population of patients that the CNA or trained health care worker are to care for, including the use of age specific competency.
  - Safely perform population specific nursing assistant type tasks in a laboratory and or clinical setting while being evaluated by a licensed nurse prior to performing the task independently.

### III. RATIONALE

Curriculum for CNA programs in Arizona is focused on care of the older adult residing in long term care facilities. Therefore, the ability to perform tasks on older adults does not ensure that the CNA is competent to provide care to patients throughout the lifespan with physical, emotional and mental alterations which may include, but not limited to pediatric patients and patients with cognitive impairment where additional training would be needed. The training of unlicensed health care workers may also be focused on a particular patient population and he or she may require additional training to ensure competent care.

The licensed nurse may safely delegate patient care to the CNA and other trained health care workers if the health care worker has demonstrated the necessary skills to safely perform assigned tasks. Consistent with the Rules of the State Board of Nursing, the licensed nurse delegating the task or activity retains accountability for the delegation.

### IV. REFERENCES

**Arizona Nurse Practice Act:**

R4-19-813- Performance of Nursing Assistant tasks.

R4-19-402- D (4) Standards Related to Registered Nurse Scope of Practice

R4-19-401- E (2) Standards Related to Licensed Practical Nurse Scope of Practice

National Council of State Boards of Nursing. (n.d.). *Joint statement on delegation: American Nurses Association (ANA) and National Council of State Boards of Nursing (NCSBN)*. Retrieved from [https://www.ncsbn.org/Delegation\\_joint\\_statement\\_NCSBN-ANA.pdf](https://www.ncsbn.org/Delegation_joint_statement_NCSBN-ANA.pdf)