

A CAPSTONE JOURNEY WITH TNA

RN Delegation and Nursing Practice In Tennessee

Shelley Cohen MSN RN CEN

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Objectives

To function as a contributory member of the team representing TNA

To understand the underpinnings of the TNA and how they contribute to nursing practice in Tennessee

To develop an educational tool that teaches the scope of delegation as it relates to Tennessee

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RN Delegation

➤ **The Project**

Identifying the need

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RN Delegation

➤ The Survey

Validating the need



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14 Questions

1,457 emails sent
113 responses received
8% participation

Zoomerang | TNA Delegation: Results Overview

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TNA Delegation



Results Overview

Date: 6/25/2009 11:15 AM PST
Responses: Completed
Filter: No filter applied

Delegation in Nursing Practice TNA member Shelley Cohen, BS, RN, is conducting an assessment of current nurse knowledge related to delegation and the Tennessee Nurse Practice Act. This is a collaborative project between Cohen's MSN program and TNA. The results of the assessment will be used by TNA in developing an online educational program that serves to: Assist nurses with a review of standards and regulations as they relate to delegation- Provide realistic scenarios that demonstrate how to apply these rules appropriately- Be a resource for ongoing review for both the new and seasoned nurse. To be included in this review, please complete the following brief assessment tool. For members who prefer a phone interview, please email Shelley Cohen directly at educate@tnu.net and she will arrange it. We appreciate your participation in this important work and look forward to updating TNA members on the progress of this project in winter 2009.

1. When was the last time you reviewed the Tennessee Nurse Practice Act?

< 1 year ago		53	46%
> 1 year ago		56	49%
Never		5	4%

2. Did you reference it for information related to delegation?

Yes		34	30%
No		80	70%
Total		114	100%

3. How would you estimate your understanding of Tennessee rules that relate to nursing delegation?

Understand thoroughly		8	7%
Understand fairly well		50	44%
Understand somewhat		41	36%
Do not understand		7	6%
Total		114	100%

4. Are there any aspects of these rules you find particularly confusing or difficult to understand?

Yes		29	25%
No		85	75%

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Stakeholders

Tennessee Nurses Association

District: TN03

SHELLEY COHEN

Identification: 00762386

Expires: 9/30/2010



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RN Delegation

➤ The Response

Development of online education tool

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Delegation in Nursing Practice



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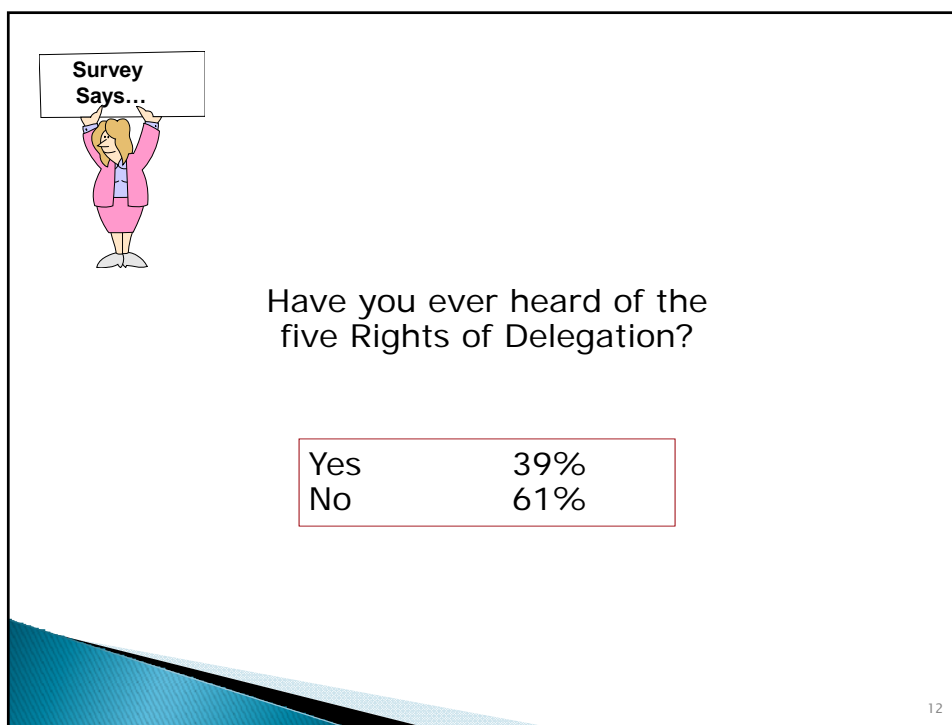
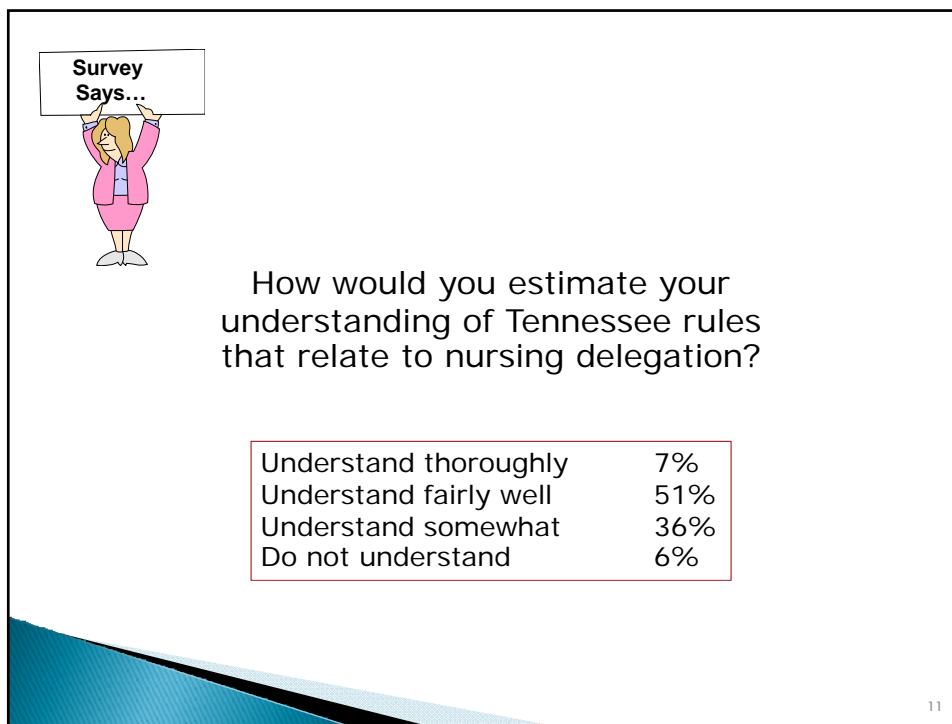
Survey Says...



When was the last time you reviewed the Tennessee Nurse Practice Act?

< 1 year ago	46%
> 1 year ago	49%
Never	4%

10



Course Objectives

Verbalize the five rights of delegation and provide examples of each that apply to your work setting

List three examples of patient safety concerns that may result from inappropriate delegation

Relate RN delegation to State of Tennessee Code outlined by Board of Nursing

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Course Objectives

The Five Rights of Delegation

Right Task

Right Circumstance

Right Person

Right Direction

Right Supervision

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Terminology

Delegation

Passing responsibility for an activity/task to another, without the accountability

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Terminology

Assign

Shifting the responsibility of an activity or task from one person to another

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Terminology

Supervise

Involves both assigning and delegating to another person

Directing, guiding and influencing another person's performance

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Annette and Richard are nurse aides on duty today at a skilled facility. Their RN Charge Nurse Roger has shared with them that two nurses called in sick. He suspects it will be several hours before any on call replacements arrive.

Roger has asked Annette and Richard to use their judgment as to whether or not their assigned patients for discharge require his assistance.

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Wait a minute....It is the UAP that is supposed to be doing the "assisting" process!

This is an example of inappropriate assignment of nursing judgment to an unlicensed person

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Jennifer has worked as a nursing assistant for more than 10 years in this intensive care unit. The nursing staff have grown to trust her and have great regard for her work ethic and knowledge she has gained over the years.

Tonight she is responding to the call bell of one of the patients, Mr. Tomlinson. Upon entering the patient's room, the family approaches Jennifer and states, "Nurse, can you please tell us how our father is doing tonight?"

You happen to be entering the room as this takes place and hear Jennifer provide an update of this patient's condition to the family.

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What's wrong with this scenario?

Did Jennifer clarify her role in that she was not the nurse?

She is not qualified, nor is it her job, to update anyone on a patient's status or condition.

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RN Delegation

➤ **The Unexpected**

"You didn't hear this from us....."



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Lessons Learned.....

*It is not the volume of staff that impact results,
it is integrity, commitment and transformational leadership
that gets the job done!*

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Collaborate, Collaborate, Collaborate...

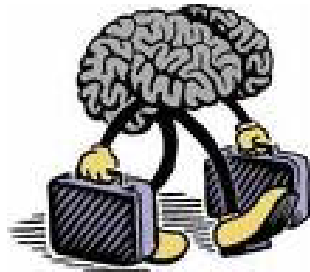
Nursing CE Portal LLC

Audacity

TNA CE Administrator

TNA Computer Support

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***It's all about the
Transfer of knowledge***

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*TNA is proud to respond to the voices of
more than 100 members who
participated in the online delegation assessment survey*

*TNA recognizes the impact ongoing change in
health care delivery has on the Registered Nurse*

***More than ever, it is essential for the RN to understand
their role in the delegation process***

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