

## Delegation of Nursing Tasks to Medication Aides and Nurse Aides Position Statement

June 2, 2009

K.S.A. 65-1124 (m)  
K.S.A. 65-1165  
K.A.R. 28-39-154  
K.A.R. 26-41-204 (e), 205 (d)(4)  
K.A.R. 26-42-204 (e), 205 (d)(4)  
K.A.R. 26-43-204 (e), 205 (d)(4)

Delegation of nursing tasks (beyond tasks identified in state approved curriculums) to designated medication aides and nurse aides in adult care homes shall comply with the following:

- (a) Each licensed nurse shall assess the resident's nursing care needs and formulate a written plan before delegating a nursing task to a nurse aide or medication aide.
- (b) The selected nursing task to be delegated shall be one that a reasonable and prudent licensed nurse would determine to be within the scope of sound nursing judgment and which can be performed properly and safely by a nurse aide or medication aide.
- (c) Specialized nursing tasks such as, but not limited to, catheterization, ostomy care, and administration tube feedings, care of skin with damaged integrity, shall be assessed and delegated as appropriate.
- (d) The selected nursing task shall not require the designated nurse aide or medication aide to exercise nursing judgment or intervention such as assessment.
- (e) In an anticipated health crisis identified in the care plan by the licensed nurse, the nurse aide or medication aide may provide care for which instruction has been provided.
- (f) The designated nurse aide or medication aide to whom the nursing task is delegated shall be adequately identified by name, in writing, for each delegated task.
- (g) The licensed nurse shall orient and instruct the nurse aide or medication aide in the performance of the nursing task. The nurse aide's or medication aide's demonstration of the competency necessary to perform the delegated task shall be documented in writing. The designated nurse aide or medication aide shall co-sign the documentation indicating the person's concurrence with this competency evaluation.
- (h) The licensed nurse will:
  - (1) be accountable and responsible for the delegated nursing task;
  - (2) participate in periodic and joint evaluations of the services rendered;
  - (3) record and monitor recorded services; and
  - (4) adequately supervise the performance of the delegated nursing task in accordance with the following conditions.
- (i) The degree of supervision required shall be determined by the licensed nurse after an assessment of appropriate factors including:
  - (1) the health status and mental and physical stability of the resident;
  - (2) the complexity of the task to be delegated;
  - (3) the training and competency of the nurse aide or medication aide to whom the task is delegated;
  - (4) the proximity and availability of the licensed nurse to the designated nurse aide or medication aide when the selected task will be performed; and
  - (5) the delegation of the nursing task is not prohibited by statute or regulation.

Nurse aides and medication aides may perform tasks included in the nurse aide and medication aide state curriculums. Licensed nurses in adult care homes may delegate selected nursing tasks to specific nurse aides or medication aides under the conditions listed above under (c).

K.S.A. 65-1124 (i) limits the administration of medications by unlicensed staff to residents in adult care homes, long term care units in hospitals, and state operated institutions for the mentally retarded to persons who have a medication aide certificate. Therefore, licensed nurses may not delegate the administration of medications to nurse aides. They also may not delegate nursing assessment and those tasks specifically prohibited in the Adult Care Home regulations, Kansas Board of Nursing Statutes and Regulations, or CNA or CMA Curriculum.

Documentation related to the delegation of nursing tasks must be found in the resident's plan of care or individual program plan and in the personnel file of the designated nurse aide or medication aide.