

# Licensed Nurse Supervision in Settings other than Community-Based Care

## Statement of Purpose

The primary purpose of this policy is to provide further interpretation of Division 45 administrative rule language, OARs 851-045-0030 through 851-045-0100, regarding the licensed nurse supervision of Certified Nursing Assistants (CNAs), Certified Medication Aides (CMAs) and Unlicensed Assistive Personnel (UAPs) in settings other than community-based care.

## Background/Significance

The demand for nursing care continues to grow, while the number of nurses is not keeping pace with the demand for services. As nurses have expanded scope of responsibility, greater numbers of nursing assistive personnel (CNAs/CMAs and UAPs) are being employed to assist them and other healthcare providers.

There is confusion regarding the nurse's relationship to the CNA/CMA as well as to the UAP about how to provide appropriate supervision. Therefore, it has become increasingly important to have clarity about the role the licensed nurse has in providing supervision and to fully understand how and when to safely perform these functions.

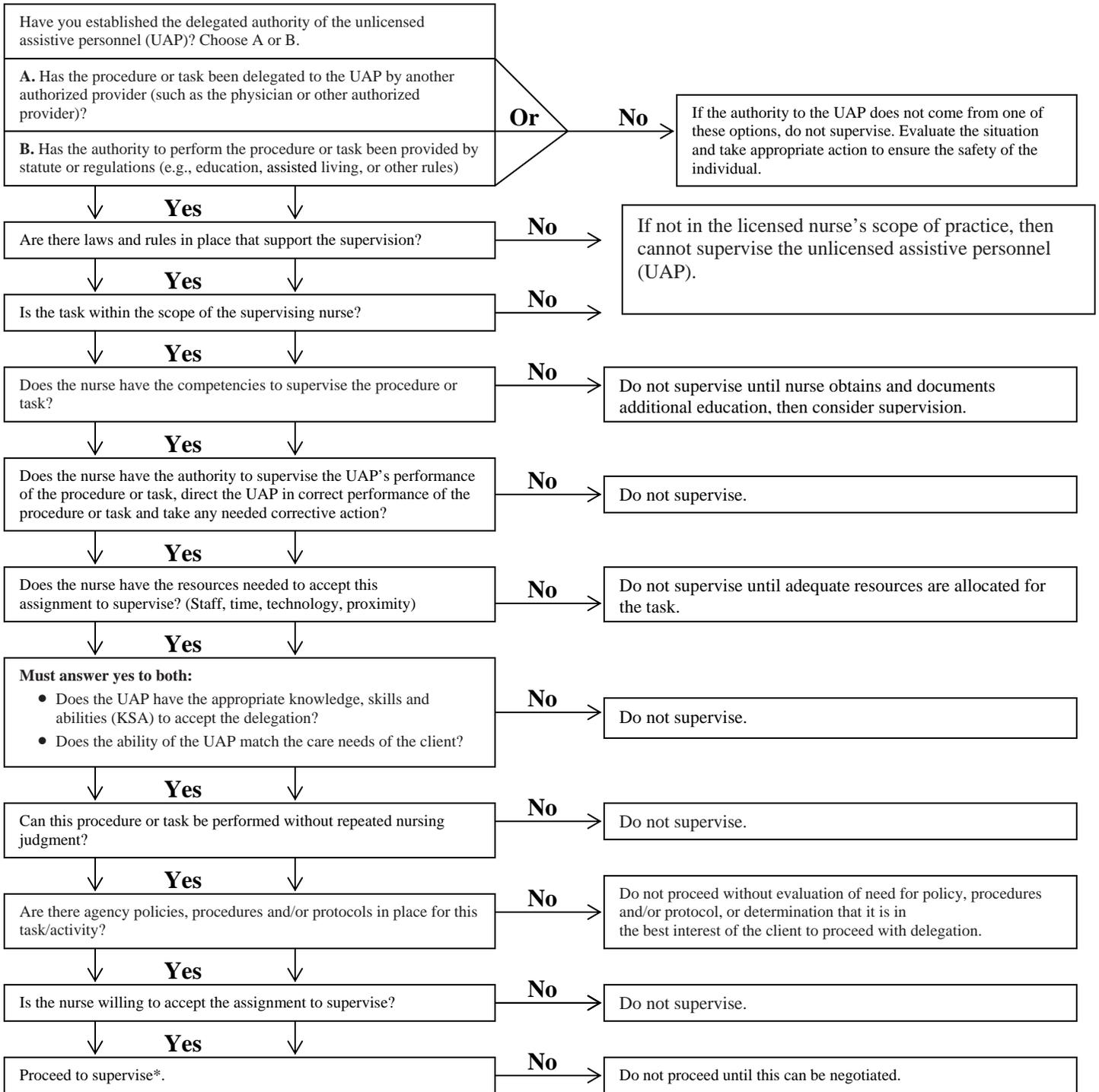
## I. Board Position

- A. The health, safety and welfare of the public underpin all decisions regarding supervision.
- B. Competent and appropriately supervised nursing assistive personnel (CNAs/CMAs and UAPs) have a role to play in the delivery of healthcare.
- C. It is within the scope of practice for the licensed nurse to provide administrative supervision of CNAs/CMAs and UAPs.
- D. It is within the scope of practice for the licensed nurse to provide clinical supervision of UAPs provided the Decision Guideline for Determining Clinical Supervision of Unlicensed Assistive Personnel (III. below) is followed.
- E. When another health professional has delegated a patient care task that is being supervised by the licensed nurse, the health professional who has delegated the task retains accountability for the delegation, not the nurse.
- F. The unlicensed person may be responsible for some tasks that have been delegated by the RN/advanced practice nurse (Nurse Practitioner, Clinical Nurse Specialist or Certified Registered Nurse Anesthetist), and others that have been delegated by another licensed professional. When that is the case, the RN/advanced practice nurse may provide administrative supervision for all of the tasks, but clinical supervision for only the nursing tasks.

## II. Definitions

- A. "Administrative Supervision" means the provision of guidance, direction, oversight, evaluation and follow-up by a licensed nurse for employees who may or may not be certified or licensed nursing assistive personnel. This may include staffing, other employment concerns, and indirect patient care services.
- B. "Clinical Supervision" means the provision of guidance, instruction, direction, oversight, evaluation, and follow-up by a licensed nurse for the direct nursing care provided by nursing assistive personnel for individuals. This may include supervision of delegated tasks of nursing care.
- C. "Licensed Nurse" means all Licensed Practical Nurses and Registered Nurses licensed under ORS 678.
- D. "Unlicensed Assistive Personnel" means individuals who are not licensed to practice nursing, medicine or any other health occupation requiring a license in Oregon, but who may carry out delegated tasks of nursing. For the purpose of this policy, Certified Nursing Assistants and Certified Medication Aides are not considered unlicensed assistive personnel.

**III. Decision Guideline for Determining Clinical Supervision of Unlicensed Assistive Personnel**



\*Nurse is accountable for decision to accept the assignment to supervise, for monitoring so the task or procedure is performed correctly, and that there is appropriate follow-up on problems.

**IV. References**

- American Nurses Association and National Council of State Boards of Nursing (2005). *Joint Statement on Delegation*. Retrieved 03/20/2007, from [https://www.ncsbn.org/Joint\\_statement.pdf](https://www.ncsbn.org/Joint_statement.pdf)
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- Krainovich Miller B; Sedhom LN; Bidwell Cerone S; Campbell Heider N; Malinski VM; Carter E (1997). A Review of Nursing Research on the Use of Unlicensed Assistive Personnel (UAP). *Journal of the New York State Nurses Association*, 28(3), 8 - 15. Abstract retrieved 05/02/2007, from CINAHL.
- National Council of State Boards of Nursing . (2004). *Model Nursing Administrative Rules*. Chicago: Author.
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*The Oregon State Board of Nursing (OSBN) is authorized by Oregon Revised Statutes Chapter 678 to exercise general supervision over the practice of nursing in Oregon to include regulation of nursing licensure, education and practice in order to assure that the citizens of Oregon receive safe and effective care.*

*The OSBN further interprets statute and rule and issues opinions in the form of Board Policies, Policy Guidelines and Position Statements. Although they do not have the force and effect of law, these opinions are advisory in nature and issued as guidelines for safe nursing practice.*