I. Introduction

Nursing upholds its dedication towards excellence of care as the profession adapts to the new work trends and dramatic reforms globally. KHUH nursing service division advances the nursing profession by facilitating the development of nursing and midwifery scope of practice. This guides the nurses and the stakeholders the realistic view of the nursing and midwifery profession incorporating the duties and responsibilities, standards of practice, limitations and ethics. It also will reinforce the rights of nurses and midwives in the work place.

The scope of practice is written in a professional practice framework. It is organized by role domains that define expected competencies at the point of entry to KHUH. The professional domain is further divided into five namely:

- Domain 1 – Professional Practice Ethical and Legal Practice
- Domain 2 – Safe Environment, Quality Care Creating a Positive Practice Environment
- Domain 3 – Leadership
- Domain 4 – Effective Communication
- Domain 5 – Professional Development and Advancing Nursing Profession

These domains are competency – based therefore; the Registered Nurse and Registered Midwife must possess knowledge, skills and attitude to provide safe and evidenced based patient care. Provisions included in these domains are aligning to various licensing authorities; NHRA, GCC and other International accredited licensing authorities that regulate the scope of nursing and midwifery practice.

This scope of practice should be used as reference by nurses, nursing leaders and KHUH. Other uses of this document include Nursing /Midwifery practice regulatory bodies where competencies can be the basis for granting licenses to practice and practice settings where the scope serves as a foundation of various nursing and midwifery roles, professional development and performance appraisal.
II. SCOPE OF PRACTICE: REGISTERED NURSE

The roles and responsibilities of the registered nurse are broad and complex. The 4 domains organized the competency standard of nursing practice. (see Figure1)

**Domain 1: Professional Practice:** This competency domain contains professional, legal and ethical responsibilities of a registered nurse. These include articulation of knowledge and judgment as well as being accountable for own actions and decisions, while promoting an environment that maximizes client/patient safety, autonomy and quality of life and health.

**Standard 1.1: ACCOUNTABILITY**

1.1.1 Demonstrate accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Nursing Practice and Bahrain Laws and Regulations.

1.1.2 Recognizes the boundaries of the Scope of Nursing Practice and the limit of one’s own competence.

1.1.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice and the limit of one’s own competence.

1.1.4 Acknowledges and respects the accountability of other health care professionals and personnel.
1.1.5 Assume responsibility in the delegation of Nursing Care.
1.1.6 Participate in activities to optimize client access to the full range of services required for effective health care.
1.1.7 Assume responsibility for improving the quality and effectiveness of health care services provided.

**Standard 1.2 : ETHICAL PRACTICE**

1.2.1 Practice according to Professional Code of Ethics for Nurses.
1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect the healthcare environment.
1.2.3 Act as client advocate to protect the client rights in accordance with Bahrain Law and Bahrain Code of Ethics for Nurses.
1.2.4 Maintain confidentiality and security of written, verbal and electronic client/patient information.
1.2.5 Respect the client’s right to be fully informed establishing a context of self-determination and informed consent.
1.2.6 Respect clients/ patients right to privacy and dignity.
1.2.7 Demonstrate sensitivity to diversity of culture, religion, sect, race, gender, age, physical and mental state and other relevant consideration.

**Domain 2: Safe Environment, Quality Care, Creating Positive Practice Environment** : This domain contains competencies related to provision of nursing care to clients/patients in a manner that is responsive to individual needs and which is supported by evidenced-based nursing knowledge and research. Further, this domain encompasses the key principles of utilization of nursing process towards therapeutic and interpersonal relationship, management and leadership.

**Standard 2.1: PROMOTION OF HEALTH**

2.1.1 Provides formal and informal education sessions to individual/ groups utilizing teaching and learning process.
2.1.2 Identifies and utilizes appropriate educational resources, including education of other healthcare personnel.
2.1.3 Acts as role model by promoting healthy lifestyle for self and others, and by demonstrating environmentally responsible behaviors.
2.1.4 Identify environmental hazards and eliminates and/or prevent where possible.

**Standard 2.2: PROVISION OF CARE**
2.2.1 Performs a comprehensive and systematic nursing assessment for individuals and group.
   - Collects subjective and objective data from interviews, examinations, observations and client records in an accurate, meaningful and timely manner.
   - Shares and documents findings accurately.

2.2.2 Analyzes assessment data to determine the healthcare needs of clients.

2.2.3 Identifies client problems that serve as a basis for the formulation of the plan of care.

2.2.4 Implements prioritized plan of care based on:
   - Providing care
   - Assisting with care
   - Assigning, delegating and supervising care
   - Teaching clients, family members and significant others.
   - Utilizing appropriate resources
   - Enabling and promoting independent self-care.
   - Utilizing a range of effective and appropriate communication skills

2.2.5 Identify and appropriately respond in sudden change in patient condition.

2.2.6 Applies evidenced-based knowledge and practice in making clinical decision aligned to existing policy, rules and regulations of KHUH.

2.2.7 Provide culturally sensitive multidisciplinary care.

2.2.8 Continuously evaluate plan of care and revise depending on clients response.

2.2.9 Document appropriately nursing interventions and response to treatment according to policy.

2.2.10 Provide clients access to care and continuity of care.

Domain 3: Leadership and Management: This domain contains competency related to development of leadership skills and management capability required to provide a consistent approach in training and acquisition of management, leadership and supervision skills among nurses irrespective of roles, discipline, function and seniority.

Standard 3.1: MANAGEMENT, LEADERSHIP AND PROBLEM SOLVING

3.1.1 Applies critical thinking and problem solving skills in the provision and management of care.

3.1.2 Prioritized workload and manage time effectively

3.1.3 Provides support and offers suggestion towards improvement of the nursing practice and working environment.

3.1.4 Implement infection control measures and practices.

3.1.5 Participate and take part in disaster management programs.
3.1.6 Implement and support quality assurance and risk management initiatives.
3.1.7 Ensures patient safety at all times.
3.1.8 Acknowledge own limitations in knowledge, judgment and skills and functions within own limitations.
3.1.9 Delegates activities to team members according to their competence and scope of practice.
3.1.10 Accepts delegated activities in line with own competence and scope of practice.
3.1.11 Utilizes multidisciplinary approach to care.
3.1.12 Advocates on maintaining good working environment.
3.1.13 Use effective, flexible leadership styles.
3.1.14 Leads team appropriately in upholding the KHUH and Nursing Department Vision, Mission and Objectives.
3.1.15 Contribute in the development and implementation of Policies, Guidelines

**Domain 4: Effective Communication and Interpersonal Skills:** This domain require the nurses to be competent in facilitating effective and efficient communication process to improve patient safety, providing quality care and enhance a good working environment.

**Standard 4.1: EFFECTIVE COMMUNICATION**

4.1.1 Clearly communicate messages with consideration to language barrier and non-verbal messages, use only KHUH approved official language.
4.1.2 Improve transitions of care using standardized handover tool.
4.1.3 Use constructive languages and criticisms at all times.
4.1.4 Limit confrontations to a work related issues.
4.1.5 Therapeutic communication must be adhered at all times with respect to person rights to privacy and confidentiality.
4.1.6 Follow the chain of command.

**Standard 4.2: INTERPERSONAL SKILLS**

4.2.1 Observe professional decorum and professional appearance.
4.2.2 Participate in team building activities and professional organizations and forums.
4.2.3 Resolved conflicts in a professional non-judgmental manner using effective communication and avoid conflict of interest.
4.2.5 Do not engage in workplace bullying and work place violence.
4.2.6 Resolved conflict of interest with adherence to Professional Code of Conduct for Nursing.
**Domain 5: Professional Development:** This domain requires nurses to maintain professional standard in providing quality health care. This includes the professional obligation for self-development, enhancement of nursing profession and commitment towards development of other members of the healthcare profession.

**Standard 5.1: PROFESSIONAL DEVELOPMENT**

5.1.1 Assumes responsibility over own professional development through lifelong learning to ensure continued competence in Nursing practice.

5.1.2 Maintain validity of professional license to practice.

5.1.3 Undertake regular self-assessment, and review of own practice.

5.1.4 Actively engages in ongoing professional development activities.

**Standard 5.2: ENHANCEMENT OF PROFESSION**

5.2.1 Promotes positive image of nursing

5.2.2 Upholds professional standard and best practice guidelines.

5.2.3 Engages in advocacy activities recognize by NHRA and MOH and other relevant organization to positively influence health and social policies that promote quality and access to care for individual populations.

5.2.4 Contributes to nursing research and uses findings as means to improve standards of care.

5.2.5 Represent the nursing profession in relevant committees, taskforces, boards or forums where applicable.

5.2.6 Accepts leadership responsibilities, as appropriate, in the delivery of nursing care.

5.2.7 Acts as role model in upholding the values and standards of nursing profession

5.2.8 Support less experience staff/ students formally or informally through mentorship or preceptors program.

**Standard 5.3: DEVELOPMENT OF OTHERS**

5.3.1 Shares professional knowledge and research findings with others.

5.3.2 Acts as resource person to others.

5.3.3 Participate in facilitating and coordinating learning opportunities with others.

5.3.4 Support training activities of nursing and medical interns.

**Standard 5.4: QUALITY DEVELOPMENT**

5.4.1 Practice in accordance to policy standard and guidelines and participate in continuous Quality Improvements.

5.4.2 Participates in quality management processes and activities.

5.4.3 Seek evidence through various credible data sources to improve the standard of nursing care and nursing practice.

### III. Scope of Service: Nurse Specialist
Clinical Nurse Specialist: Pain Nurses, Nurse Intensivist, Clinical Support Nurses, Lactation Nurse, Diabetic Nurse, Wound Care Nurse, Hyperbaric Nurses

The clinical nurse specialist are registered nurses who has formal post graduate clinical preparation through theory and skill-based nursing practice within the specialty area.

CSN 1.1 Integrates knowledge of disease and treatments in a holistic assessment of client/patient while focusing on differential diagnosis of illness experience (symptoms, functional problems and risk behaviors) or wellness experience that has non-disease etiologies that requires nursing intervention for prevention or maintenance of state of health.

CSN 1.2 Designs, implements and evaluates population-based programs of care by integrating nursing interventions to enhance patient care outcomes.

CSN 1.3 Serve as leader/consultant/mentor in advancing the practice of nursing to achieve quality and standard of nursing care within the specialty population as appropriate to the scope of nursing practice.

CSN 1.4 Lead multidisciplinary group in designing and implementing innovative alternative solutions that address process problems and patient care issues occurring within the continuum of care.

CSN 1.5 Facilitate the development of learning opportunities within the clinical settings in line with international best practice.

IV. Scope of Practice: ADVANCE PRACTICE NURSES

Wound Care Nurse, Hyperbaric Nurse and Pain Nurse

The Scope of Practice of Advance Practice Nurses defines the special practice privileges of Advance Nurse Practitioners in KHUH who underwent advance education and possess specialized training licensed by recognized nursing institution to carry out duties and functions in managing complex health concerns across the life span.

APN 1.1 Establishes collaborative diagnosis based on comprehensive assessment.
APN 1.2 Makes advance clinical decisions.
APN 1.3 Use prescriptive authority within the specialized area, procedures, referrals, treatments, consultation and therapies in accordance to the scope and limitation stipulated in the professional license.
APN 1.4 Provides leadership in coordination of multidisciplinary health care for integrated delivery of health services.
APN 1.4 Facilitates and coordinates the use of community resources to implement and enhance care across health care delivery continuum.
APN 1.5  Analyzes outcomes (related to organizational care delivery and population served) to make recommendations for improvements in care delivery system across the healthcare settings.

APN 1.6  Contributes to nursing knowledge by conducting, critically appraising or synthesizing research that discovers, examines and evaluates knowledge, theories, criteria and creative approaches to improve health care practices.

APN 1.7  Provides leadership in developing care pathways to manage chronic health problems.

APN 1.8  Develops and implements educational programs for patients, staff and other health care providers.

APN 1.9  Notify supervising clinicians the progress of care and deteriorations.

APN 1.10  Collaborate with multidisciplinary team and patient/client and family in the formulation, implementation and evaluation of care plans.

APN 1.10  Participate in Quality Improvement initiatives, programs and activities.
V. SCOPE OF PRACTICE REGISTERED MIDWIVES

The roles and responsibilities of the registered midwife are broad and complex. The standard of practice are organized in three domains. (Figure 2)

In undertaking of work on the professional practice of registered midwife, standard are regarded as a benchmark of practice competency. Registered midwife must possess the required knowledge, skills and attitude in carrying out care and management of mother and child to be considered competent to practice in KHUH.

**Domain 1: Professional Ethical and Legal Practice**: This domain reflects the registered midwife’s professional accountability, ethical and legal practice towards woman, family and community under the Bahrain laws and regulations in relation to professional practice.
Standard 1.1: ACCOUNTABILITY

1.1.1 Demonstrate accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Midwifery Practice and Bahrain Laws and Regulations.

1.1.2 Recognizes the boundaries of the Scope of midwifery Practice and the limit of one’s own competence.

1.1.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice and the limit of one’s own competence.

1.1.4 Acknowledges and respects the accountability of other health care professionals and personnel.

1.1.5 Assume responsibility in the delegation of Care.

1.1.6 Participate in activities to optimize client access to the full range of services required for effective health care.

1.1.7 Assume responsibility for improving the quality and effectiveness of health care services provided.

Standard 1.2: ETHICAL PRACTICE

1.2.1 Practice according to Professional Code of Ethics for Midwife.

1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect the healthcare environment.

1.2.3 Act as client advocate to protect the client rights in accordance with Bahrain Law and Bahrain Code of Ethics for Midwife.

1.2.4 Maintain confidentiality and security of written, verbal and electronic client/patient information.

1.2.5 Respect the client’s right to be fully informed establishing a context of self-determination and informed consent.

1.2.6 Respect clients/patients right to privacy and dignity.

1.2.7 Demonstrate sensitivity to diversity of culture, religion, sect, race, gender, age, physical and mental state and other relevant consideration.

Domain 2: Safe Environment, Quality Care, Creating Positive Practice Environment: This domain encompasses the key principles of the registered midwife roles in health promotion, illness prevention, care provision, leadership and management as well as therapeutic interpersonal relationship during stages of child bearing and delivery. Promote healthy family life through positive parenting and mother and child health education.

Standard 2.1: PROMOTION OF CARE

2.1.1 Provides formal and informal health education sessions to women and families utilizing the teaching learning process.
2.1.2 Identifies and utilizes appropriate educational resources, including other health care professionals.
2.1.3 Act as role model in promoting a healthy lifestyle for woman and family.
2.1.4 Identify environmental hazards and eliminates and prevent them where possible.

**Standard 2.2: PROVISION OF CARE**

2.2.1 Performs a systematic and comprehensive assessment of client.
2.2.2 Analyzes assessment data to determine healthcare needs with partnership with the woman.
2.2.3 Identify clients problem that will serve as a basis for care planning.
2.2.4 Implements a prioritized plan of care for women during continuum of childbirth experience.
2.2.5 Respond in a timely manner the sudden change in the clients condition.
2.2.6 Applies evidence based knowledge from appropriate sources and utilizes contemporary
2.2.7 Provides competent midwifery care in collaboration with other healthcare professionals.
2.2.8 Continue evaluation of clients to clinical intervention.
2.2.9 Reviews and adjust the plan of care as required and in response to the evaluation of clients.
2.2.10 Documents clinical interventions and client response to the evaluation of client outcomes during the antenatal, intra-partum, postpartum and neonatal period.
2.2.11 Plans continuity of care to achieve expected outcome.

**Domain 3: Leadership and Management:** This domain contains competency related to development of leadership skills and management capability required to provide a consistent approach in training and acquisition of management, leadership and supervision skills among registered midwives irrespective of roles, discipline, function and seniority.

**Standard 3.1: MANAGEMENT, LEADERSHIP AND PROBLEM SOLVING**

3.1.1 Applies critical thinking and problem solving skills in the provision and management of care.
3.1.2 Prioritized workload and manage time effectively
3.1.3 Provides support and offers suggestion towards improvement of the Midwifery practice and working environment.
3.1.4 Implement infection control measures and practices.
3.1.5 Participate and take part in disaster management programs.
3.1.6 Implement and support quality assurance and risk management initiatives.
3.1.7 Ensures patient safety at all times.
3.1.8 Acknowledge own limitations in knowledge, judgment and skills and functions within own limitations.

11
3.1.9 Delegates activities to team members according to their competence and scope of practice.
3.1.10 Accepts delegated activities in line with own competence and scope of practice.
3.1.11 Utilizes multidisciplinary approach to care.
3.1.12 Advocates on maintaining good working environment.
3.1.13 Use effective, flexible leadership styles.
3.1.14 Resolved conflicts in a professional non-judgmental manner using effective communication and avoidance of personal vested interest.
3.1.15 Leads team appropriately in upholding the King Hamad University Hospital and Nursing Department Vision, Mission and Objectives.
3.1.16 Contribute in the development and implementation of Policies, Guidelines and work instructions.

**Domain 4: Effective Communication and Interpersonal Skills:** This domain require the nurses to be competent in facilitating effective and efficient communication process to improve patient safety, providing quality care and enhance a good working environment.

**Standard 4.1: EFFECTIVE COMMUNICATION**

4.1.1 Clearly communicate messages with consideration to language barrier and non-verbal messages, use only approved official language.
4.1.2 Improve transitions of care using standardized handover tool.
4.1.3 Use constructive languages and criticisms at all times.
4.1.4 Limit confrontations to a work related issues.
4.1.5 Therapeutic communication must be adhered at all times with respect to person rights to privacy and confidentiality.
4.1.6 Follow the chain of command.

**Standard 4.2: INTERPERSONAL SKILLS**

4.2.1 Observe professional decorum and professional appearance.
4.2.2 Participate in team building activities and professional organizations and forums.
4.2.3 Resolved conflicts in a professional non-judgmental manner using effective communication and avoid conflict of interest.
4.2.5 Do not engage in workplace bullying and work place violence.
4.2.6 Resolved conflict of interest with adherence to Professional Code of Conduct for Midwife.

**Standard 4.3: THERAPEUTIC AND INTERPERSONAL RELATIONSHIPS**

2.4.1 Establish therapeutic relationships with women and families.
2.4.2 Maintains collaborative working relationship with colleagues.
2.4.3  Consistently communicates relevant, accurate and comprehensive information.

Domain 5: Professional, Personal and Quality Development: This domain requires Registered Midwife to maintain professional standards to provide quality health care. They have the professional obligation to develop themselves, and to support other colleagues and healthcare providers, in their professional development.

Standard 5.1: ENHANCEMENT OF PROFESSION:

5.1.1  Promotes positive image of midwifery.
5.1.2  Upholds professional standard and best practice guidelines.
5.1.3  Engages in advocacy activities recognize by NHRA and MOH and other relevant organization to positively influence health and social policies that promote quality and access to care for individual populations.
5.1.4  Contributes to research and uses findings as means to improve standards of care.
5.1.5  Represent the midwifery profession in relevant committees, taskforces, boards or forums where applicable.
5.1.6  Accepts leadership responsibilities, as appropriate, in the delivery of midwifery care.
5.1.7  Acts as role model in upholding the values and standards of midwifery profession.
5.1.8  Support less experience staff/students formally or informally through mentorship or preceptors program.

Standard 5.2: PROFESSIONAL DEVELOPMENT

5.2.1  Assumes responsibility over own professional development through lifelong learning to ensure continued competence in midwife practice.
5.2.2  Maintain validity of professional license to practice.
5.2.3  Undertake regular self-assessment, and review of own practice.
5.2.4  Actively engages in ongoing professional development activities.

Standard 5.3: DEVELOPMENT OF OTHERS

5.3.1  Shares professional knowledge and research findings with others.
5.3.2  Acts as resource person to others.
5.3.3  Participate in facilitating and coordinating learning opportunities with others.
5.3.4  Support training activities of new midwives and medical interns.

Standard 5.4: QUALITY DEVELOPMENT

5.4.1  Practice in accordance to policy standard and guidelines and participate in continuous Quality Improvements.
5.4.2 Participates in quality management processes and activities.
5.4.3 Seek evidence through various credible data sources to improve the standard of midwifery care and midwifery practice.

VI. Practice Control, Limitations and Conditions

VI.1 Limits: Specifies what the nurse practitioners are not permitted to do.

VI.1.1 Nurse/ midwife are not permitted to supervise restricted activities normally supervise by trained physicians among these activities are:

- Endotracheal/ Nasal Intubation
- Insertion of Central Lines
- Chest Tube Insertion
- Catheterization of Neonates
- Intra osseous Cannulation
- Manual Cardio version
- Wound debridement unless licensed to perform the procedure
- Amniocentesis
- ECV (External Cephalic Version)

VI.1.2 Practicing without authorization from licensing authorities and the health care institution executive committee. Nurse/midwives are not permitted to:

- Medically manage patients
- Order diagnostic services
- Perform advance interventions (Specified in provision VI.1.1)
- Order imaging Services
- Order medications (unless specified in the Scope of Practice/Competence of Advanced Practice Nurses/Midwives)
- Interpret Laboratory and Radiology results
- Ordering blood and blood products
- Do castings and reducing dislocation of extremities
- Selecting ingredients for therapeutic diets
- Ordering electrolytes for parenteral use
- Ordering or applying Hazardous form of energy
- Order cosmetic treatments such as Botox cosmetics and facial filters.
- Order drugs with notations even if for advance practice nurses with prescribing authorities

VI.2 Conditions: sets out the circumstances under which a nurse practitioners may carry out an activity whenever appropriate. Nurse and midwives can provide care only within
their authorized scope of practice stream from where they are registered except only in two situations:

VI.2.1 In situation involving imminent risk of death or serious harm that arise unexpectedly and require urgent action, nurse practitioner/midwife is ethically obliged to provide the best care they can, given the circumstances and individual competence.

VI.2.2 Where a formal delegation process is in place, while in assistance, under the direct supervision of a competent physician.

**VI.3 Controls of Nursing and Midwifery Practice:**

There are four levels of control over the practice of nursing and midwifery.

1. The first level of control is Regulations, which set up the scope of practice based on the professional regulatory authority.
2. Second is the limitations and conditions set by institutions.
3. Third is the policy and practice guideline of the institutions.
4. Fourth is the individual nurse practitioner’s competence to carry out particular activity.

(Figure 3)
VII. Scope of Practice Decision Making Steps

Decision Making in Nursing and Midwifery practice is complex and relies on a number of factors. Nurses and Midwives should use the following steps to assist in making appropriate and accountable decisions.

Step 1: Is the function within the Scope of Practice of a Registered Nurse/Midwife?

Nursing and Midwifery practice in KHUH is guided by contemporary standards and policies of KHUH, MOH and NHRA which benchmarked against the standards and procedures of GCC and other accredited international organizations.

IDENTIFY:

- Is the activity within the scope of practice of a registered nurse/midwife?
- Does the practice comply with nursing and midwifery standards, is it supported by policies and guidelines and is it supported by research or evidence-based practice for this situation?
- Are there other standards or regulatory policy that must be considered, will the practice comply with all these?
- Does this activity require regulatory authorization?

Step 2: Is the function within the individual scope of practice?

It is the responsibility of every nurse/midwife to understand and apply the relevant standards of professional practice within their scope of practice. In making decisions in relation to a nurse/midwife professional practice, the nurse or midwife must actively engage in continuous self-assessment and self-regulation to ensure continuing competence to practice.

IDENTIFY:

- Do I possess the current knowledge, training, skill and experience to perform the function?
- Are this skill and abilities evaluated through competency checks and documented in my file?
- Do I have required authorization to perform this activity?
- Do I require an expert assistance of other health professionals?
- Have I met the requirement for delegation?
- Have I met the requirements for supervision?

Step 3: Is there an identified client/patient need or benefit?

Nursing and Midwifery care should occur in consultation with the client/patient and their families.

IDENTIFY:

- Is there a legitimate need by client/patient for this service?
- Will the client/patient/public benefit from my performing this service?
- Has the patient/client/public been consulted in the decision process?
Step 4: Does KHUH support this function?

Nurses/midwives have the responsibility to practice within professional standards and guidelines which are supported by appropriate policies and procedures provided by employers.

IDENTIFY:

- Is this function within my role/job description?
- Do I have the support of my superiors to perform this function?
- Is there an organizational policy/procedure and guideline in place?

Step 5: Am I willing to accept accountability and responsibility for my decision?

- Do I accept accountability for the performance outcome of this function in this situation and mindful of my competence.
VIII. Delegation within the Scope of Practice of the Registered Nurse/Midwife

Delegation by Registered Nurse / Midwife:

The purpose of this document is to confer authority to perform specific task and functions in a specific situation to the person whose job description and training allow them to perform such functions as defined by the policy.

**Only Registered Nurses and midwives are able to delegate.** It is not permitted for a Health Care Assistants to delegate.

Registered Nurse and Midwife who delegate healthcare task retain accountability for the decision to delegate or subsequent performance of delegated task. The decision to delegate is based on the nurse’s/midwife’s professional judgment and determination that a person whom the delegation is given is competent to perform the function.

**DELEGATION must not be given in circumstances which involve a compromise to patient/client safety or a breach of the legislation or professional standards.**

Supervision:

Supervision is defined as the activities of oversight, direction, advice, guidance, support, monitoring or evaluating.

Supervision can be of the individual or a group of persons and is usually only for a defined time as determined by the registered nurse/ midwife depending on the situation and activity.

Supervision can be **direct** where:

- A supervising nurse/ midwife works with healthcare assistants, students or interns.
- A team leader works with direct care nurses/ direct care midwives.
- A nurse supervisors/nurse manager/deputy managers/coordinators work with team leaders and direct care nurses and midwives.

This is to provide intervention, observation and feedback if necessary with regards to professional practice.

Supervision can be **indirect** where:

- A registered nurse/midwife is not present and supervision is provided other than by direct observation. This refers to the processes which are the shared responsibility between registered nurse/midwife and KHUH.
IX. References


