Nursing practice decision flowchart

Nursing and Midwifery Board of Australia

START

Activity to achieve desired/beneficial client outcome

Scope of practice
Is this activity within the current/contemporary scope of nursing practice?

Organisational capacity
Does the organisation in which the activity will be performed have a policy, quality and risk management framework, sufficient staffing levels and access to other health professionals to support this activity?

Risk assessment
Does this activity need to be performed by a Registered Nurse (Div 1, 3, or 4 in Victoria) or Enrolled Nurse* because of any one of the following?
- Commonwealth and/or state legislation
- The client's health status
- The complexity of care required by the client
- The knowledge/skill required to perform the activity safely
- Professional practice standards or evidence
- Local /organisational policy or model of care

Integration
- Do you wish to integrate this activity into your own nursing practice or does another RN wish to do so? OR
- Does your organisation wish to initiate this change?

YES

Lawful authority & professional consensus
Is the activity:
- Permitted by legislation?
- Supported by professional standards and evidence?

YES

Risk management
- Have you assessed potential risks and developed strategies to minimise those risks?
- Do you understand your level of accountability?

YES

Organisational support
- Is there organisational policy to support you in performing the activity?
- Have other stakeholders been involved in the planning?

YES

Preparation & experience
- Have you sought the appropriate education, supervision, and competence assessment by a qualified person to prepare you for the activity?
- Are you confident of your ability to perform the activity safely?
- Have you considered the need to maintain competence over time?

NO

YES → Perform the activity and evaluate the outcomes

NO → Refer to appropriate health practitioner or health care provider and collaborate for ongoing care

NO / NO → If no to any – further planning and consultation is needed, and referral may be necessary in the meantime

Education/support/supervision
Could you (or another RN) perform the activity with further education, support or supervision by a more experienced RN?

NO → Refer the client to a more experienced RN to perform the activity, and collaborate for ongoing care

YES → Consult with a more experienced RN to obtain education, supervision and/or support Perform the activity and evaluate the outcomes

Competence, confidence & accountability
- Are you confident that your (or another RN's) education, experience and competence are sufficent to safely perform this activity for this client in this context?
- Do you/the RN understand your/their level of accountability?

YES → Perform the activity and evaluate the outcomes

Competence, confidence & accountability
- Does the EN have the education, experience and competence to safely perform this activity for this client in this context?
- Does the EN understand the level of accountability for performing this activity?

YES → EN performs the activity RN evaluates the outcomes

NO

Supervision
Could this EN perfom the activity with RN support, education, competence assesment, and supervision?

YES → Are you or another RN able to provide the required level of supervision and support?

YES → EN performs the activity following education, with supervision and support. RN evaluates the outcomes.

NO → RN performs the activity and evaluates the outcomes

NO → Do not delegate. RN or EN to perform activity or refer to another service / provider and collaborate for ongoing care. Consider further planning and consultation to achieve organisational support or professional consensus

Appropriate person
- Is it appropriate to delegate this activity to another person?
- Who is best able to perform this activity for this client in this context?
- Is such a person available?

YES

Beneficial outcomes
Are you confident that the outcomes of delegating this activity to a non-RN will achieve the desired outcomes?

YES

Organisational support
Do local policies/guidelines/ protocols support the delegation of this activity to a non-RN?

YES

Professional consensus
- Does the nursing profession support delegation of this activity to non-nurses?
- Is there evidence to support the delegation of this activity to non-nurses?

YES

Assessment of competence
- Does the other person have the education, experience and competence to safely perform this activity for this consumer in this context?
- Was their competence assessed by an RN?

YES

Readiness to accept delegation & accountability
- Is the person willing to accept the delegation?
- Do they understand their level of accountability in performing this activity?

YES

Supervision
Are you or another RN able to provide the level of supervision required for this person to safely perform the activity?

YES → Delegate, supervise and evaluate outcomes

NO

Could this or another person perform the activity with RN support/education/competence assessment?

Are you or another RN able to provide the support, education, competence assessment and supervision?

YES → Delegate, supervise and evaluate outcomes

NO → Do not delegate. Have an RN or EN perform the activity or refer to another service/provider and collaborate for ongoing care

NO

CONTEXT