A DELEGATION DECISION-MAKING TREE

A decision-making tool for selecting an appropriate health care provider for changing scope of practice through delegation

Identify potential health care provider/s who may be able to provide the task and determine:
- Current competency level
- Any limits of practice—legal (laws and rules and regulations issued by regulatory bodies), administrative (e.g., authoritative circulars, orders emanating from sources such as the ministry of health, employing authority, institution), practice standards, custom and tradition that would be a barrier to the identified health care provider

Do the job requirements and practice circumstances fit the selected health care provider/s?
For example:
- Will shifting the task to the selected health care provider:
  - Add to the continuity of care,
  - Increase access to care?
- Is the health care provider the only category available to carry out the task?
- Will shifting or delegating the task make more effective use of available health care providers?

Does the provider have the competencies required to carry out the task?

Can competence levels be increased?

Reconsider proposed category of health care provider or look for another solution

Competency levels increased through:
- Further training
- Supervision

Does the task lie within practice limits as defined by scopes of practice and/or job descriptions?

If provider meets all requirements (has competency and task is within recognised practice limits)

Reconsider proposed category of health care provider

Practice limits changed through the application of
- Policies
- Orders
- Delegated (devolved) duties/supervision
- Protocols/guidelines
- Changes in relevant legislative provision (both in primary and secondary legislation) and or interpretation of laws

Authorise to carry out delegated act

Decide on approaches for maintaining competence, e.g.:
- Supervision
- Periodic competence checks
- Access to continuing education

Look for another solution