

CHAPTER 54-07-03.1
UNLICENSED ASSISTIVE COMPETENCE

Section	
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54-07-03.1-01. Minimum competence requirements for unlicensed assistive persons. Unlicensed assistive person competence means having the required knowledge, skills, and ability to perform delegated nursing interventions safely, accurately, and according to standard procedures. The unlicensed assistive person shall demonstrate competencies in the following areas:

1. Infection control.
2. Safety and emergency procedures.
3. Collection and documentation of basic objective and subjective client data.
4. Activities of daily living.
5. Decisionmaking skills.
6. Client rights.
7. Communication and interpersonal skills.
8. Client cognitive abilities and age-specific needs.

History: Effective February 1, 1998; amended effective June 1, 2002; April 1, 2004.

General Authority: NDCC 43-12.1-08

Law Implemented: NDCC 43-12.1-08(1)

54-07-03.1-02. Process for teaching nursing interventions. Nursing interventions must be taught to an unlicensed assistive person or to a group of unlicensed assistive persons using the following process:

1. Provide step-by-step directions on how to perform the nursing interventions.
2. Demonstrate the proper method used to perform the nursing intervention.

3. Observe the unlicensed assistive person performing the nursing intervention to ensure the unlicensed assistive person performs the intervention safely and accurately.
4. Document the unlicensed assistive person's competency to perform the nursing intervention.
5. Provide written instructions for performance of the nursing intervention for the unlicensed assistive person's use as a reference.

The unlicensed assistive person may not have to be taught a nursing intervention again for each client provided the unlicensed assistive person's knowledge and skill have been maintained and are correct. The licensed nurse shall teach the unlicensed assistive person any difference in a nursing intervention due to idiosyncrasies of the client which may vary the nursing intervention.

The unlicensed assistive person shall perform the delegated nursing intervention only on the client for whom the delegation is specified, exactly as taught, and in accordance with the organization's policies.

History: Effective February 1, 1998; amended effective June 1, 2002.

General Authority: NDCC 43-12.1-08

Law Implemented: NDCC 43-12.1-08(1)

54-07-03.1-03. Licensed nurse delegation to unlicensed assistive persons. A licensed nurse may delegate a nursing intervention to an unlicensed assistive person only if all the conditions for delegation set forth in chapter 54-05-04 and this article are met.

History: Effective February 1, 1998; amended effective June 1, 2002.

General Authority: NDCC 43-12.1-08

Law Implemented: NDCC 43-12.1-08(1)

54-07-03.1-04. Unlicensed assistive person's contribution to the nursing process. The unlicensed assistive person as delegated by a licensed nurse:

1. Contributes to the assessment of the health status of clients, including interactions of clients with family members or group members by:
 - a. Collecting basic subjective and objective data from observations and interviews. The data to be collected is identified by the licensed nurse.
 - b. Reporting and recording the collected data.
2. Identifies basic signs and symptoms of deviations from normal health status and provides basic information which licensed nurses use in identification of problems and needs.

3. Contributes to the development of the plan of care for individuals by reporting basic data.
4. Participates in the giving of direct care by:
 - a. Assisting with activities of daily living and encouraging self-care;
 - b. Providing comfort measures and emotional support to the client whose condition is stable and predictable;
 - c. Assisting with basic maintenance and restorative nursing;
 - d. Supporting a safe and healthy environment;
 - e. Documenting and communicating completion of delegated nursing interventions and client responses; and
 - f. Seeking guidance and direction when appropriate.
5. Contributes to the evaluation by:
 - a. Documenting and communicating client responses; and
 - b. Assisting with collection of data.

History: Effective February 1, 1998; amended effective June 1, 2002.

General Authority: NDCC 43-12.1-08

Law Implemented: NDCC 43-12.1-08(1)