

Delegation and Accountability for Nursing Associates - [NMC guidance](#)

Delegation is defined as the transfer to a competent individual, of the authority to perform a specific task in a specified situation.

Accountability is the principle that individuals and organisations are responsible for their actions and may be required to explain them to others.

Delegation of an activity may be from:

- one registered professional to another.
- a registered professional to an unregulated member of staff.
- a registered or unregistered person to a carer or family member

As registered professionals, nurses, midwives and nursing associates are accountable for all aspects of their practice, including accountability for what they choose to delegate, and agreement, or not, to undertake activities which are delegated to them.

Delegating aspects of care

It is your responsibility to make sure that:

- delegation does not harm the interests of people in your care
- the task is within the other person's scope of competence
- the person you are delegating to understands the boundaries of their own competence
- the person you are delegating to understands the task
- the person you are delegating to is clear about the circumstances in which they must refer back to you
- you take reasonable steps to identify any risks and whether any supervision might be necessary
- you take reasonable steps to monitor the outcome of the delegated task

Accepting delegated aspects of care

If you are on the NMC register, and someone is delegating aspects of care to you, it is your responsibility to make sure that:

- you understand the task and can perform it safely
- it is within the limits of your competence
- you understand your role in making decisions about the care or treatment in question
- you are clear about the expectations of the colleague who has delegated treatment or care to you and the circumstances in which you should provide updates and/or escalate to them
- patient and public safety is not affected, and you work within the limits of your competence
- you make a timely referral to another practitioner when any action, care or treatment is required.
- ask for help from a suitably qualified and experienced professional if beyond the limits of your competence.
- you complete the necessary training before carrying out a new role