



STAFF DEVELOPMENT

POSITION STATEMENT for RN and LPN Practice

A Position Statement is not a regulation of the NC Board of Nursing and does not carry the force and effect of law and rules. A Position Statement is not an interpretation, clarification, or other delineation of the scope of practice of the Board. A Position Statement is adopted by the Board as a means of providing direction to licensees who seek to engage in safe nursing practice. Board Position Statements address issues of concern to the Board relevant to protection of the public and are reviewed regularly for relevance and accuracy to current practice, the Nursing Practice Act, and Board Administrative Code Rules.

Issue:

The Registered Nurse (RN) is responsible for "supervising, teaching, and evaluating those who perform or are preparing to perform nursing functions." Nursing in-service education and nursing staff development for licensed nurses (RN and LPN) and unlicensed assistive personnel (UAP) is within the legal scope of practice for the **RN only**.

RN Role:

RN has the authority to and is accountable for:

1. Planning and implementing orientation programs and/or education offerings through which the individual's nursing knowledge, skills, and competencies are developed and assessed;
2. Developing and providing educational opportunities based on the results of ongoing learning needs assessment and evaluation;
3. Establishing the mechanism for validation of knowledge, skills, and competency; and
4. Deciding when, and if, the individual is qualified and competent to perform nursing activities according to nursing law and as defined within that agency's policies and procedures.

LPN Role:

LPN may participate in the orientation of new personnel to agency-specific nursing procedures but participation is limited to:

1. Demonstrating specific nursing tasks or techniques according to the agency's established procedures;
2. Observing an individual's return demonstration of specific tasks or techniques in comparison to the agency's established step-by-step procedures. Such observation is limited to nursing activities that may be:
 - a. assigned by the LPN to other LPNs, or
 - b. delegated by the LPN to UAP; and
3. Providing evaluative data regarding the individual's performance of the nursing tasks or techniques to the RN accountable for nursing orientation/staff development/in-service education or to the RN Supervisor/Manager. It is beyond the LPN scope of practice to validate the competency of nursing personnel (RN, LPN, and unlicensed assistive personnel).

Note:

It is the agency's decision to determine who may appropriately provide non-nursing or non-clinical general agency orientation and/or on-going non-nursing, non-clinical educational activities, which are applicable to all employees, regardless of position, job responsibilities, or occupational licensure. Nursing law does not limit LPN responsibilities in such non-clinical educational activities.

References:

G.S. 90-171.20 (7) (i) & (8) - Nursing Practice Act

21 NCAC 36.0224 (i) & (j) - RN Rule

21 NCAC 36.0225 - LPN Rule

Revised: 4/2007; 8/2009; 1/2010; 9/2015

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