



Team-based nursing is a model of care that will be used when our patient care needs exceed our standard staffing model resources. Team-based nursing is when a group of nurses with varied experience work together to provide all care to a group of patients under the supervision/leadership of a Team Lead.



The **Team Lead** is a nurse who has experience and knowledge to care for the type of patients assigned to the team. This is different from the Charge RN role because the **Team Lead** will assess the skills of the members assigned to their team. The **Team Lead** will then determine a plan for the best way for the team to care for a larger group of patients than is typically assigned to an individual RN.

Team Lead responsibilities include:

- Determine the skillset of each team member
- Coordinate the care of the patients assigned to the team
- Prioritize patient care among the team members
- Delegate tasks to other team members
- Strong leadership and clear communication with the team
- Oversee team work - responsible for the group of patients assigned
- Ensure documentation completed
- Offer guidance, support, and direction to meet practice standards
- Provide in the moment teaching so a staff member can complete a task
- Provide complex, direct patient care when needed

Delegation



Delegation is a key component in team-based nursing. It is more than assigning a task because it involves ensuring that the individual is competent to complete the task. It requires communication to ensure that the task was completed or that there was an inability to complete the task within a specified time.

NOTE: When delegating to other licensed nurses, each nurse retains their own professional accountability and practices under their own license.

There are 5 Rights of Delegation:

-  **Right PERSON**
-  **Right TASK**
-  **Right CIRCUMSTANCES**
-  **Right DIRECTIONS & COMMUNICATION**
-  **Right SUPERVISION & EVALUATION**