

include overseeing, direction, guidance, support and evaluation.

Employers and healthcare organizations should support nurses and midwives in delegation and supervision of a student or a regulated or unregulated HCW by providing appropriate organizational policy, procedure and resources. The activities that can be delegated should be clearly articulated considering education, level of competence, experience, and scope of practice of the person taking the delegated task.

A nurse or midwife who has a particular role or activity delegated to them should take account of the following principles. They should:

1. consider if the role or activity is within their current scope of practice. If the delegated role or activity is beyond their current scope of practice, the nurse or midwife should question the appropriateness of this delegation. In this circumstance, the nurse or midwife should refer to the Nursing and Midwifery Scope of Practice Decision-Making Framework.
2. make the decision whether or not to accept a delegated role or activity;
3. acknowledge any limitations of competence with reference to the role or activity to be performed;
4. provide appropriate feedback to the delegator.

In addition, following the delegation request, the nurse or midwife should examine their own professional development needs in the context of the delegated role or activity.

#### **4- CONTINUING PROFESSIONAL DEVELOPMENT**

Continuing professional development (CPD) is the process of improving practice through continuous education and training to acquire new knowledge, skills and competencies that relate to one's profession, job responsibilities, or work environment with the intention of improving population health. Nurses and midwives are accountable to remain current and safe in the profession by engaging in ongoing self-directed learning with understanding that knowledge and skills are dynamic and evolving. Continuing professional and personal developments are required in order to maintain and enhance professional standards and to provide quality, competent and safe patient care.