

professional standards and guidelines, evidence-based practice and professional and ethical conduct. In addition Legal accountability involves nurses and midwives being responsible for ensuring they have appropriate professional malpractice insurance in case there is a substantiated claim of professional negligence.

Accountability cannot be achieved unless the nurse or midwife has autonomy to practice. Autonomy: refers to a nurse or midwife's ability to make some decisions and act beyond standard practice and make decision regarding individual patient care using their experience and skills. Nurses and midwives must ensure they are performing their duties using their professional knowledge, competencies, clinical decision making and critical judgment without compromising safety or quality of care. Individual levels of autonomy can vary depending on legislative, organizational and individual factors (Kurt & Gurdogan, 2023, Varjus et al. 2010).

### **3- DELEGATION AND SUPERVISION**

Nurses and midwives working as members of a multidisciplinary health care team may be required to delegate, supervise and educate students and regulated and unregulated health care workers (HCW) in providing safe patient care. Delegation is when a nurse or midwife (the delegator) gives another person (the delegate) the responsibility of a particular task or activity that they are qualified to do. The nurse or midwife who is delegating (the delegator) is accountable for the decision to delegate. This means that the delegator is accountable for ensuring that the delegated role or activity is appropriate to the level of competence of the student or the regulated or unregulated HCW to perform. The delegator must also ensure that support and resources are available to the person to whom the role or activity has been delegated. The nurse, midwife, student or other HCW to whom the particular role or activity has been delegated is responsible for carrying out the delegated role or activity in an appropriate manner and is accountable for the appropriate performance of that role or activity.

There are two forms of supervision practiced by nurses and midwives in clinical practice. a): Direct supervision, demonstrated by the presence of the supervising nurse or midwife alongside with the supervised healthcare member to regulate or unregulated the delegated work performed under supervision. b): Indirect supervision, demonstrated by nurses and midwives when they do not present to monitor the delegated task yet they evaluate the outcomes. Both direct and indirect supervision

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.