

Supervision of Health Care Aides

United Nurses of Alberta members should be aware of rules dealing with the supervision of health care aides, as explained by their college and professional association:

“A regulated nurse will determine if a particular activity can be assigned to a health care aide and if it is appropriate, given the context and specific situation. This decision-making by the nurse involves the skilled and knowledgeable application of the nursing process, including assessment, planning, implementation and evaluation of care.

“The supervising nurse retains responsibility for assigning client care appropriately to the health care aide, and for ongoing evaluation of nursing care. The health care aide is responsible for the tasks and the care they provide.”

For more detailed information, please refer to the [Decision-Making Standards for Nurses in the Supervision of Health Care Aides](#), published by the College and Association of Registered Nurses of Alberta, the College of Registered Psychiatric Nurses of Alberta and the College of Licensed Practical Nurses of Alberta.

Professional responsibility in unsafe situations

Employees who believe the assignment of activities or tasks is inconsistent with the needs of nursing care of specific clients or client populations the nurse has a responsibility to:

- question the practice,
- identify the problem clearly,
- document the rationale for decisions taken and problems encountered,
- communicate concerns about practice to nursing administration as soon as possible,
- advocate for appropriate staff assignment to meet client needs safely,
- maintain accurate personal records of actions taken, and
- consider whether information from external supports is appropriate or necessary.



If you have any questions or concerns, please contact your UNA local executive or Labour Relations Officer at 1-800-252-9394.

Read your Collective Agreement online or on the App



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