

**CO**RONA**VI**RUS **D**ISEASE 2019   
(COVID-19)

**Surge Staffing Roles and Task Delegation Pathways**

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| **Audience: Clinical Leaders** |
| **Revision Date:** 3/25/2020 |
| **Version:** Version # 1 |
| **Incident Command Owner:** Clinical and Operations |
| **Date of Last Review:** 8/12/2021 |

Delegation Pathways Guidance

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| **These grids have been developed to support the labor pool for reassignment/delegation of duties across different roles/disciplines.**  The RN role by skill level, identified by three tiers:   |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | * Tier 1: Basic skills |  |  |  |  |  |  |  |  | | * Tier 2: Moderate skills, working under guidance of a lead nurse | | | | |  |  |  |  | | * Tier 3: Fully skilled, with minimal training may take full assignments as appropriate | | | | | | | | | | **NOTE:** | | | | | | | | | | | | | | |
| |  | | --- | | * Advanced Practice Nurses can be redeployed in the RN Tier closest to experience level for practice in a direct care role. | | * Disciplines such as Case Managers or Navigators fall into RN Tier 1, 2 or 3; as above – closest to their experience level for practice in direct care. | | *Level of skill to be determined by the ministry. This grid may be modified based on your state laws, job descriptions, and policies and procedures.* | | | | | | |
| **Clinical Roles & Tasks Pathways**  A close up of a device  Description automatically generated  **Clinical Roles & Tasks Pathways**A screenshot of a cell phone  Description automatically generated | | | |
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| **Non-Clinical Roles & Tasks Pathways**  A close up of a piece of paper  Description automatically generated  **Like Units (**Example)  Note: Color blocks = Like Units/Like Jobs | | | | | |
|  | RN | CNA | Clerk | |  |
| ICU/CICU |  |  |  | |
| CVICU |  |  |  | |
| ED |  |  |  | |
| Medical |  |  |  | |
| Ortho |  |  |  | |
| TOU |  |  |  | |
| Gen Surg |  |  |  | |
| Neuro |  |  |  | |
| CDU |  |  |  | |
| Tele |  |  |  | |
| Mother |  |  |  | |
| Peds |  |  |  | |
| NICU |  |  |  | |
| Endo | Resource/Tasks |  |  | |
| OR | Resource/Tasks |  |  | |
| POHA | Resource/Tasks |  |  | |
| PACU | Resource/Tasks - ICUs |  |  | |
| Oncology | Special |  |  | |
| Infusion | Special |  |  | |
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