

**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
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| * Tier 3: Fully skilled, with minimal training may take full assignments as appropriate
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| **NOTE:** |

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| * Advanced Practice Nurses can be redeployed in the RN Tier closest to experience level for practice in a direct care role.
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| * 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.
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| *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.* |

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| **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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