

NATCEP Levels of Supervision

Nursing practice and supervision fall under various federal and state statutes and Hawaii Administrative Rules (HAR). State statutes and laws can be found on the Department of Commerce and Consumer Affairs website at www.cca.hawaii.gov.

1. 42 CFR 483.151-156
2. 42 CFR 410.32 physician and non-physician <https://www.cms.gov/files/document/r266bp.pdf>
3. Chapter 457A-1 to 457A-8 Hawaii Revised Statutes (HRS) for nurse aides
4. Chapter 457-1 to 457-16 HRS for nurses
5. Delegation of nursing care tasks to unlicensed assistive personnel HAR 16-89-100
6. HAR, Chapter 89A for nurse aides

Re: Supervision of students by instructors and of primary instructors over supplemental instructors.

“Direct Supervision”: the RN assesses the condition to be treated, authorizes each special task to be performed, remains on the premises, and personally evaluates the performance of the unlicensed assistive personnel. This is interpreted to mean that the RN with LTC experience must be present on the premises and immediately available to furnish assistance and direction through the performance of services. However, that RN does not need to be in the room when the services are performed. The primary instructor does have to perform the evaluation of the trainees.

“General or Indirect Supervision”: the RN assesses the condition to be treated, is familiar with the client’s medical history, and personally authorizes each task to be performed by other personnel. The presence of the primary RN instructor is not required provided that the RN shall be available for consultation. This is interpreted to mean the services are furnished under the primary RNs overall direction and control, but that the RNs presence is not required during the performance of services nor do they have to be on the premises.

“Supervision” is defined as the process of critical watching, directing, and evaluating another’s performance.

No NATCEP may utilize facility staff for any kind of supervision of trainees. All supervision of trainees is the responsibility of the NATCEPs primary or supplemental instructors.

17-1444-4 Curriculum requirements for a nurse aide training and competency evaluation program.

(d)(1) Basic nursing skills: taught and directly supervised by a RN for a minimum of 30 hours.

Interpretation: This refers to the primary registered nurse instructor who has the LTC experience performing direct supervision of the trainees.

(d)(2) Basic personal care skills: taught and directly supervised by an LPN working under the supervision of a RN for a minimum of 30 hours.

Interpretation: A minimum of an LPN license or advanced license must teach and directly supervise trainees. The LPN will be supervised by a RN (either primary or supplemental).

(d)(3) Basic restorative services: taught by a licensed or certified therapist working under the supervision of a RN for a minimum or 10 hours.

Interpretation: These skills can be taught by a RN or therapist. If it is a therapist, they will be supervised by a RN (either primary or supplemental).

(f)(1) Trainees shall not perform any services to residents for which the trainee has not been trained and found proficient by the RN instructor; and

Interpretation: The primary instructor has determined the trainee's proficiency prior to providing services to residents.

(f)(2) Trainees providing services to residents shall be under the general supervision of a RN.

Interpretation: The RN performing the general supervision can be the primary *or supplemental* RN instructor.

14-1444-5 Instructor requirements for a nurse aide training and competency evaluation program.

(a) The training must be performed by or under the general supervision of a RN who possesses at least 1 year of LTC experience.

(c) In a facility-based program the **facility** DON can provide the general supervision but cannot perform the actual training.

(d) The RN primary instructor shall ensure the contents of courses taught by all personnel meet the curriculum requirements.