

## Defining the Clinical “Caring” Team

The RN as a team leader functions to ensure a high performing team by organizing and prioritizing activities of the members. This is accomplished through the utilization of strong communication, delegation and coordination skills.

The Nurse Caring Team is comprised of a RN team leader supported by and in conjunction with other personnel, i.e., RN's and unlicensed personnel. An effective team process based on appropriate delegation and respect will be used to ensure high performing teams.

This team is structured as follows:

### **RN Team Leader**

- The RN as the Clinical Team Leader organizes and manages care and communication for a group of patients, focusing the team on the *prioritized, individualized* needs of the patient. The RN assesses, coordinates care, and conducts patient education and skilled interventions including the “caring” moments. RN roles are purified, such that non-essential and/or non value-added care activities are eliminated, and appropriate tasks are delegated. The ability to refocus the RN on *prioritized* patient care activities rests on effective delegation to assisting personnel.

### **RN Role**

- The RN, as a clinical team member, in partnership with the RN team leader works and manages his/her own primary care assignment.

### **Patient Care Associate**

- The PCA, as a Clinical Team member, works under the direction of the RN in focusing on ADL's, comfort and hygiene measures. The PCA meets the individualized comfort and hygiene needs of patients maximizing their value as a team member.