

Oncology Nursing Society Position on the Use of Unlicensed Assistive Personnel in Cancer Care

Unlicensed assistive personnel are healthcare workers who are not licensed to perform nursing tasks but may provide direct or indirect services as delegated by RNs. Assistive personnel include those who may be trained and certified. The Oncology Nursing Society (ONS) recognizes that assistive personnel can make significant contributions to cancer care delivery systems. RNs should collaborate with state agencies and professional associations to identify and standardize core competencies for assistive personnel. In addition, professional guidelines should support RNs in working effectively and collaboratively with assistive personnel.

It is the position of ONS that RNs may delegate tasks related to patient care but must remain responsible to ensure that assistive personnel under their supervision perform consistently within established standards of nursing.

This includes

- Determining which nursing interventions require independent and specialized nursing knowledge, skill, or judgment and ensuring that they are not delegated to assistive personnel
- Delegating common tasks or procedures that do not require the professional judgment of RNs
- Retaining accountability for nursing practice, such as ongoing patient assessment and interpretation and decision making regarding patient care.

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