

When Your Employment Manager/Employment Supervisor is Not a Nurse

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Employment Supervision: Myth Busters

Only nurse can provide employment supervision for another nurse.



There is nothing in the practice act that precludes the RN or the LPN from having their employment supervised by a non-nurse.

Employment Supervision: Myth Busters

Only a nurse can write an employment evaluation for a nurse.



Nothing in the practice act states who may and who may not evaluate the employee performance of a nurse.

Clinical Supervision & Clinical Evaluation

- The practice act does state that if someone is providing clinical supervision of a nurse's **practice of nursing**, then it does have to be a nurse. This is because evaluating the practice of nursing is the domain of nursing.
- The same applies to clinically evaluating the nursing practice of a Board licensee. It would be practicing nursing without a license for a non-nurse to directly evaluate the *nursing practice* of an OSBN licensee (e.g., includes a physician, any licensee of another healthcare licensing board, a school administrator).
- **However:** Based on documented input from another OSBN licensee(s), the non-nurse could write the evaluation as long as the evaluation is based upon formal documented input from other nurses.

Important Points

1. Under Oregon law, only the Board of Nursing may determine the scope of practice for any RN or LPN
2. No licensee of another board may authorize expansion of scope for a licensee of the Board of Nursing.
3. No position description, policy or person may authorize expansion of scope for a licensee of the Board of Nursing.
4. Each licensee stands on the decisions made and actions taken under their license.
5. The Nurse Practice Act is not an option, it is the law. It supersedes organizational policies, procedures, and risk management.