



Wyoming State Board of Nursing
 130 Hobbs Avenue, Suite B
 Cheyenne, WY 82002
 Phone (307) 777-7601 Fax (307) 777-3519
 E-Mail: wsbn-info-licensing@wyo.gov
 Home Page: <https://nursing-online.state.wy.us/>

OPINION: CNA ROLE
APPROVED DATE: OCTOBER 10, 2013
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ORIGINATING COMMITTEE:
 Practice & Education Committee

An advisory opinion adopted by WSBN is an interpretation of what the law requires. While an advisory opinion is not law, it is more than a recommendation. In other words, an advisory opinion is an official opinion of WSBN regarding the practice of nursing as it relates to the functions of nursing. Facility policies may restrict practice further in their setting and/or require additional expectations related to competency, validation, training and supervision to assure the safety of their patient population and/or decrease risk.

Within the Scope of Practice/Role of ___APRN ___RN ___LPN _x_CNA

**ADVISORY OPINION
 CERTIFIED NURSING ASSISTANT (CNA) ROLE**

Introduction:

Each agency or institution shall adopt policies and procedures for the CNA role which are consistent with this Advisory Opinion .

Intent of Advisory Opinion:

In accordance with W.S. 33-21-122 (c) (iii) of the Wyoming Nursing Practice Act (NPA), the Wyoming State Board of Nursing (WSBN) has approved the following Advisory Opinion on CNA Role. The purpose of this opinion is to evaluate the role of the CNA in providing safe patient care. (Disclaimer: If an activity is not listed in this Advisory Opinion and not provided by federal regulations, it does not fall within the CNA role.)

Role of the CNA:

The role of the CNA is as follows:

- A CNA works under the direction of a registered professional nurse/licensed practical nurse

(APRN/RN/LPN) who must follow the principles of delegation;

- A CNA shall utilize knowledge of client's rights, legal and ethical concepts, communication skills, safety and infection control while performing the following:

BASIC NURSING SKILLS:

- Measuring and recording height, weight, intake and output
- Measuring and recording vital signs, including blood pressure and finger stick blood sugar
- Observing, reporting, and recording signs, symptoms, and changes from baseline data established by the licensed nurse:
 - Observing and reporting client or family comments in response to care
 - Observing and reporting environment situations
 - Observing and reporting behaviors related to the plan of care
- Caring for the client environment
- Caring for the client when death is imminent
- Measuring and recording food and fluid intake and output
- Using client protective devices
- Maintaining safety standards
- Using hand washing, universal precautions, and other infection control measures
- Implementing basic emergency procedures including cardiopulmonary resuscitation

PERSONAL CARE SKILLS:

- Bathing including bed bath, tub or shower and perineal care
- Grooming including sink, tub, or bed shampoo and oral hygiene and nail care
- Dressing
- Toileting
- Assisting with eating and hydration, including proper feeding technique
- Providing skin care including pressure ulcer prevention
- Ambulating, positioning and turning
- Feeding, cutting up food, or placing of meal trays
- Promoting client/resident independence
- Socialization activities
- Assisting with the self-administration of medications includes observing the client take the medication as well as the following:
 - RN/LPN assesses and determines client is awake, alert and cognizant of their medications;
 - Medications must be dispensed from a licensed pharmacy with the name, address, and telephone number of the pharmacy, name of client, name and strength of drug, directions for use, date filled, expiration date, prescription number and prescriber (Assisted Living Facility Rules, Chapter 12, Section 7(d)(ii))
 - Reminding the client to take medication (Assisted Living Facility Rules, Chapter 12, Section 7(d)(iv)(A)(I))
 - Assisting with the removal of a cap or blister pack (Assisted Living Facility Rules, Chapter 12, Section 7(d)(iv)(A)(III))

- Assisting with the removal of a medication from a container for a client with a disability which prevents independent performance of this act (Assisted Living Facility Rules, Chapter 12, Section 7(d)(iv)(A)(IV))
- Applying topical ointments to intact skin
- Administering over-the-counter eye drops

BASIC RESTORATIVE SKILLS ASSISTANCE:

- Activities of daily living
- Performing range of motion exercises
- Using assistive devices in transferring, positioning, ambulating, toileting, eating and dressing
- Turning and positioning properly
- Transferring
- Assisting in bowel and bladder training
- Using and caring for prosthetic devices
- Positioning of therapeutic devices
- Training the client/resident in self-care according to their abilities

MENTAL HEALTH AND PSYCHOSOCIAL SKILLS:

- Recognizing developmental tasks associated with the life process
- Utilizing basic skills which support the patient in age-appropriate behavior and self-care
- Applying basic principles of behavior management in response to the client's behavior
- Identifying client characteristics that may put the client/resident at risk and providing care with consideration of:
 - The client's cognitive level of functioning
 - The client's sensory deficits or impairments
 - Communication limitations;
 - Altered level of consciousness
 - Agitation or combativeness
 - The client's ability to make personal choices
 - The client's family or concerned others as a source of emotional support
 - The client's need for participation in social activities
 - The client's expression of grief or conflict.
- Organizing the client's environment to enhance well-being
- Recognizing the client's spiritual needs

COMMUNICATION SKILLS:

- Using appropriate verbal and non-verbal communication with clients, their families and co-workers
- Recognizing non-verbal communication in clients, their families and co-workers
- Recognizing and maintaining boundaries, including sexual boundaries

NURSING TEAM MEMBER SKILLS OF THE CNA:

- Accepting delegation, instruction, and supervision from the licensed nurse and other appropriate licensed health professionals
- Accepting responsibility for actions

- Following the nursing care plan to guide delegated aspects of care
- Organizing work by priority assignments
- Informing the delegation nurse and appropriate health professional about ability or inability to perform tasks
- Observing, reporting and recording data in a timely manner
- Reporting changes in the client to the nurse in a timely manner
- Participating with other members of the healthcare team to provide optimum care
- Contributing to the planning of care
- Reporting unsafe, neglectful or abusive care
- Conducting assigned tasks without discrimination on the basis of age, race, religion, sex, lifestyle, national origin, disability or disease
- Protecting the dignity and rights of clients regardless of social or economic status, personal attributes or nature of health problems
- Protecting the individual's right to privacy and the maintenance of confidentiality
- Protecting the property of the client, family, significant others and the employer
- Providing care which maintains the client free from abuse and/or neglect