Vermont State Board of Nursing  
LNA Scope of Practice  
Position Statement

**Question:**
How does one determine whether a specified activity is within the scope of practice of a Licensed Nursing Assistant (LNA)?

**Definitions:**

**Scope of Practice:** an LNA’s scope of practice includes all the activities that a Licensed Nursing Assistant may perform while practicing as an LNA.

**Licensed Nursing Assistant:** a licensed individual, listed on the registry, regardless of title, who performs nursing or nursing related functions under the supervision of a licensed nurse.

**Nursing and nursing related functions:** nursing related activities as defined by rule which include basic nursing and restorative duties for which the nursing assistant is prepared by education and supervised practice.

**Background:**

The legal basis for the scope of nursing and nursing related functions in Vermont is the Vermont Nurse Practice Act (Title 26, Chapter 28 of the Vermont Statutes). An activity must be consistent with information contained in the Nurse Practice Act in order to be within the scope of practice of an LNA.

As defined in the Administrative Rules, curriculum for LNA programs shall include training in:
1. Basic Nursing Skills;
2. Personal Care Skills;
3. Basic restorative Skills;
4. Mental Health and Psychosocial Skills;
5. Communication Skills; and
6. Nursing Team Member Skills.

The skills and tasks on the following page delineate the basic skills within the LNA scope of practice.

**Position Statement which Reflects the LNA’s Roles and Responsibilities:**

Every LNA is accountable for practicing within the LNA scope of practice. Successful completion of an approved nursing assistant education program and passing the state competency exam imply basic competency in the skills and tasks listed in the LNA scope of practice.

Additional tasks and skills may be performed by LNAs through the delegation process by RNs and LPNs. The Vermont Board of Nursing Position Statement “The Role of the Nurse in Delegating Nursing Interventions” includes a decision tree for delegating to licensed and unlicensed assistive personnel.

An LNA may not perform activities which exceed the scope defined by the level of licensure. This means that LNAs may not perform, even if directed to do so, an activity not appropriate to their level of licensure or otherwise prohibited by law. Examples of activities not within the LNA scope of practice include: nursing assessments, nursing judgments, and development of the plan of care.

**References/Citations:**

Title 26 VSA Chapter 28 - § 1592. Definitions  
Administrative Rules Chapter 5, Subchapter 1 (H)  
Vermont Board of Nursing Position Statement: The Role of the Nurse in Delegating Nursing Interventions

Date of Initial acceptance: January 2011

Revised (Date) ___________  
Revised (Date) ___________  
Revised (Date) ___________

Reviewed (Date) ___________

PS-LNA-Scope of Practice with Decision Tree 2012 0611  1
### LNA Scope of Practice Skills and Tasks

<table>
<thead>
<tr>
<th><strong>MOBILITY/AMBULATION:</strong></th>
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<tbody>
<tr>
<td>One person</td>
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<tr>
<td>Use of cane</td>
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<tr>
<td>Use of walker</td>
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<tr>
<td>Application of gait belt</td>
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<tr>
<td>Proper use of wheelchair</td>
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**BEDMAKING:**
- Occupied/unoccupied

**BODY MECHANICS:**
- Student/Caregiver

**COMMUNICATION:**
- With verbal resident(s)
- With non-verbal resident(s)
- With resident(s) with cognitive impairments
- With resident(s) with sensory loss(es)
- Reporting any observed changes in residents to the appropriate personnel
- Proper documentation on flowsheets

**INFECTION CONTROL:**
- Application/removal of gloves
- Handling soiled items
- Handwashing
- Application of personal protective equipment

**NUTRITION:**
- I & O documentation
- Serving food/beverages
- Feeding

**CATHETER CARE:**
- Cleaning tubing
- Empty & measure

**SUPPORTIVE:**
- ROM-active
- ROM-passive
- Alignment in bed
- Alignment in chair
- Position pillows
- Support splints
- Turning/repositioning
- Skin protectors
- Support hose

**TRANSFERS:**
- Chair to commode
- Bed to wheelchair
- One person
- Two person
- Mechanical lift

**TOILETING:**
- Assisting with toileting
- Urinal
- Bed pan

**VITAL SIGNS/MEASUREMENTS:**
- Temperature oral/tymanic
- Blood pressure
- Radial pulse
- Respiration
- Weight
- Height

**PERSONAL CARE:**
- Bath – complete
- Backrub
- Lotion to bony areas
- Peri-care
- Nail care
- Dressing
- Undressing
- Hair care
- Eye glasses
- Hearing aid
- Shave
- Shampoo

**ORAL CARE:**
- Brushing teeth
- Denture care
- Use of swab

**SAFETY:**
- Use of call bell
- Use of side rails
- Heimlich maneuver
- Use of bed brakes

**PRIVACY CURTAIN**

List as of June 2012
Decision Tree

Does the activity appear in the LNA Scope of Practice Skills and Tasks list?  
OR  
Has the activity been delegated to you by an RN, LPN, APRN, PA or MD?  

Yes to at least One

2. Do you personally possess the knowledge to perform the activity safely and effectively?  

Yes

3. Do you personally possess current skills to perform the activity safely?  

Yes

4. Are there policies and procedures or written instructions at the facility/agency that describe the activity and how to perform it?  

Yes

5. Are the following adequate and available to protect patient safety?  
- supplies, equipment for the activity  
- Supervision of RN, LPN, APRN, PA or MD if a delegated activity  

Yes

6. Are you prepared to accept the responsibility for performing this activity?  

Yes

The activity is within the scope of practice of the LNA

STOP  
Do not perform.

STOP  
Until additional knowledge gained.

STOP  
Until skills are gained.

STOP  
Until appropriate policy or procedure is established.

STOP  
Performance of act may place both patient/client and LNA at risk!

STOP  
Notify your supervisor.