Nursing Assistant-Certified/Nursing Assistant-Registered and Home Care Aide-Certified (HCA-C) Scope of Practice Comparison Summary

Category	Nursing Assistant-Certified/Nursing Assistant-Registered (NA-C/NA-R)	Home Care Aide Certified (HCA-C)
Health Care Settings	• May work in any setting for the delivery of health care settings except for Enhanced Service Facilities (ESFs) – limited to the NA-C. • NA students or NA-R employed in a skilled nursing facility (SNF) must provide documentation of successful completion of the required training and competency evaluation within 120 days.	• Settings restricted to community-based settings, home care settings, and ESFs.
Responsibility and Accountability	• Individually accountable and responsible for carrying out activities within their core competencies under the direction and supervision of an RN or LPN. • The delegating RN and NA are accountable for their own actions. The delegating RN retains overall accountability for the care of the patient.	• Individually accountable and responsible for carrying out activities Instrumental Activities of Daily Living (IADL) and/or activities of daily living (ADL). • The delegating RN and HCA-C are accountable for their own actions. The delegating RN retains overall accountability for the care of the patient.

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Category	Nursing Assistant-Certified/Nursing Assistant-Registered (NA-C/NA-R)	Home Care Aide Certified (HCA-C)
Activities of Daily Living (ADL)[1]	May perform ADL activities within their Core Competencies under the direction and supervision of an RN or LPN in any setting except in ESFs – NA-C may work in ESFs.	May perform ADLs in [3]community-based settings, home based, and ESFs.

Instrumental Activities of Daily Living (IADL)[2]	May perform IADL under the direction and supervision of an RN or LPN in any setting except in ESFs – The NA-R is not allowed to work in ESFs – only the NA-C may work in ESFs.	• May perform IADL in community-based settings, home-based settings, and ESFs.
		• May perform IADL without being certified as an HCA-C. Must have HCA-C certification if performing ADL and IADL.
		• HCA-C credential required:
		  • [3]Community-based setting caregivers
		  • Home care agency caregivers
		  • Respite care givers
		  • Individual providers contracted with DSHS to provide personal care.
		  • Community residential service providers
		  • Other direct care workers providing home or [3]community-based services or people with functional or developmental disabilities.

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Category	Nursing Assistant-Certified/Nursing Assistant-Registered (NA-C/NA-R)	Home Care Aide Certified (HCA-C)
Nursing Assessment	• Not allowed to assess. May perform monitoring activities within their core competencies under the direction and supervision of the RN or LPN or RN delegated tasks involving monitoring.	• Not allowed to assess. May perform patient monitoring activities under RN delegation involving monitoring from an RN delegator.
Clinical and Nursing Judgment	• Allowed when performing activities within their core competencies. • Not allowed when performing delegated tasks.	• Allowed when performing activities within their core competencies. • Not allowed when performing delegated tasks.
Routine Examinations and Procedures	• May prepare patients for and assist with an RN or LPN in routine examinations and procedures within their scope of practice in any setting. • May not perform procedures that require sterile technique in any setting.	• May prepare patients for and assist an RN or LPN in routine examinations and procedures within their scope of practice in [3]community-based settings, home settings, and ESFs. • May not perform procedures that require sterile technique in any setting.
RN Delegation	• RN may delegate tasks to NA-Rs/NA-Cs in any setting in which health care services are provided. • Tasks that may be delegated may be restricted depending on the setting.	• RN may delegate tasks to HCA-Cs only in [3]community-based settings, home care settings, and enhanced service facilities. • Tasks that may be delegated may be restricted depending on the setting.

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Category	Nursing Assistant-Certified/Nursing Assistant-Registered (NA-C/NA-R)	Home Care Aide Certified (HCA-C)
	The following tasks cannot be delegated to the NA-R/NA-C: • Administration of medications by injection with the exception for insulin injections in [3]community-based settings and home settings for the treatment of diabetes. • Sterile procedures. • Central line maintenance. • Acts that require nursing judgment.	
Medication Assistance	[3]Community-based settings and in-home care settings only.	[3]Community-based settings and in-home care settings only.

[1]*Activities of Daily Living (ADL):* Fundamental self-care tasks required for basic survival, such as bathing/showering, dressing, toileting, transferring, mobility, and eating. This may include fall prevention, skin, and body care. ADLs (Survival): Inability to perform these usually indicate a need for personal care services (e.g., in -home care or nursing homes).

[2]*Instrumental Activities of Daily Living (IADL):* Routine activities performed in the home or the community such as meal preparation, shopping, house cleaning, laundry, maintaining employment, travel to medical services, use of the telephone, and management of personal finances. IADLs (Independent Living) are often the first skills to decline, potentially signaling early cognitive impairment (e.g., dementia) before basic self-care is affected.

[3]*Community-Based Settings:* Adult Family Home (AHF), Assisted Living Facility (ALF), and residential home for individuals with developmental disabilities.

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EXAMPLES OF TASKS THAT MAY BE DELEGATED

RN must follow the nursing delegation process:
RN Delegation Scope of Practice Decision Tool (PDF)
WAC 246-840-930: Criteria for Delegation – Community-Based and Home Care Settings
WAC 246-840-940: Community-Based and Home Care Settings – Delegation Tree

The following tasks cannot be delegated to the NA-R/NA-C or HCA-C:

- Administration of medications by injection with the exception for insulin injections in community-based s*ettings* and home care settings for the treatment of diabetes.
- Sterile procedures.
- Central line maintenance.
- Acts that require nursing judgment.

Tasks	NA-R/NA-C	HCA-C
Medication Administration	• Limited to [3]community-based settings and in-home care settings only. • RN delegator is not allowed to delegate any medication that punctures or severs the skin except for injectable insulin and non-insulin medications for the treatment of diabetes.	• Limited to [3]community-based settings and home care settings only. • RN delegator is not allowed to delegate any medication that punctures or severs the skin except for injectable insulin and non-insulins for the treatment of diabetes.
Laboratory Testing and Phlebotomy	• May perform CLIA-waived tests that do not require puncturing or severing the skin (e.g., HCGs, UA dipsticks, COVID-19 screens, and strep throat screens) except for CBG testing in any setting.	• May perform CLIA-waived tests that do not require puncturing or severing the skin (e.g., HCGs, UA dipsticks, COVID-19 screens, and strep throat screens) except for CBG testing in [3]community-based settings settings home care settings, and ESFs.

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Tasks	NA-R/NA-C	HCA-C
Respiratory and Tracheostomy Care	• May apply oxygen via nasal cannula, facemask, non-rebreather mask, venturi mask, continuous positive airway pressure, and bilevel positive airway pressure in any setting. • May perform tracheostomy care such as changing the cannula, cleaning the stoma, suctioning using non-sterile (aseptic technique). • May perform spirometry and postural drainage. • May perform ventilator care. • May administer inhalation medications only in [3]community-based settings and home care settings.	• May apply oxygen via nasal cannula, facemask, non-rebreather mask, venturi mask, continuous positive airway pressure, and bilevel positive airway pressure in [3]community-based settings, home care settings, and ESFs. • May perform tracheostomy care such as changing the cannula, cleaning the stoma, suctioning using non-sterile (aseptic technique) in [3]community-based settings settings, home care settings, and ESFs. • May perform spirometry and postural drainage in [3]community-based settings settings, home care settings, and ESFs. • May perform ventilator care in [3]community-based settings settings, home care settings, and ESFs. • May administer inhalation medications only in [3]community-based settings and home care settings.
Enteral Tube Feedings and Related Tasks	• May perform orogastric (OG), nasogastric (NG) tube feedings, irrigation/flushing including performing pH test of gastric aspirates prior to each tube feeding in any setting.	• May perform OG or NG tube feedings, irrigation/flushing including performing pH test of gastric aspirates prior to each tube feeding in [3]community-based settings, in-home care

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Tasks	NA-R/NA-C	HCA-C
	Medication administration may only be delegated in [3]community-based settings and in-home care settings. • May perform gastrostomy tube (G-Tube) or Jejunostomy Tube (J-Tube) enteral tube feedings, stoma care, venting, and irrigation/flushing in any setting. • Medication administration may only be delegated in [3]community-based settings and in-home care settings. • May reinsert a displaced G-Tube for patients with a mature stoma site or reinsertion of a Foley catheter as a temporary measure to keep the site open until the G-Tube can be replaced.	settings, and ESFs. Medication administration may only be delegated in [3]community-based settings and in-home care settings. • May perform gastrostomy tube G-Tube or J-Tube enteral tube feedings, stoma care, venting, and irrigation/flushing in any setting. • Medication administration may only be delegated in [3]community-based settings and in-home care settings. • May reinsert a displaced G-Tube for patients with a mature stoma site or reinsertion of a Foley catheter as a temporary measure to keep the site open until the G-Tube can be replaced.
Ostomy Care	• May perform ostomy care in any setting. • If medications are applied to the site, this can be delegated only in [3]community-based settings and in home care settings.	• May perform ostomy care in [3]community-based settings, in-home care setting, and ESFs. • If medications are applied to the site, this can be delegated only in [3]community-based settings and in home care settings.
Non-Invasive Bladder Scan	• May perform a noninvasive bladder scan using an ultrasound device in any setting.	• May perform a noninvasive bladder scan using an ultrasound device in

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Tasks	NA-R/NA-C	HCA-C
		[3]community-based settings, in-home settings, and ESFs.
Urinary Care	• May perform urinary care using non-sterile technique in any setting. Examples include insertion/removal of intermittent or indwelling catheter, condom application and care, leg bag application and care, and insertion/removal of suprapubic catheter with well-healed stoma. • Administration of medications (including bladder irrigation) is only allowed in [3]community-based settings and in-home care settings.	• May perform urinary are using non-sterile technique only in [3]community-based settings, in-home care settings, and ESFs. Examples: include insertion/removal of intermittent or indwelling catheter, condom application and care, leg bag application and care, and insertion/removal of suprapubic catheter with well-healed stoma. • Administration of medications (including bladder irrigation) is only allowed in [3]community-based settings and in-home care settings.
Wound Care	• May perform complex wound care in using non-sterile technique in any setting. May not debride, irrigate or pack wounds. • If medications (including wound dressings) are applied to the site, this can be delegated only in [3]community-based settings and in home care settings.	• May perform wound care using non-sterile technique only in [3]community-based settings, in-home care settings, and ESFs. May not debride, irrigate, or pack wounds. • If medications (including wound dressings) are applied to the site, this can be delegated only in [3]community-based settings and in home care settings.

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Tasks	NA-R/NA-C	HCA-C
Screening Tests	• May perform screening tests in any setting. Examples include vision screening and hearing screening. • May assist in obtaining screening information using screening tools.	• May perform screening tests in [3]community-based settings and in home care settings, and ESFs. Examples include vision screening and hearing screening. • May assist in obtaining screening information using screening tests.
Foot and Nail Care	• May to perform non-complex foot in any setting. RN Delegation is not required unless medications are used. • If medications are used, this may only be delegated in [3]community-based settings and in home care settings. • Not allowed to perform foot care if the patient is diabetic or has poor circulation.	• May to perform non-complex foot and nail care in [3]community-based settings, home care setting, and ESFs. RN Delegation is not required unless medications are used. • If medications are used, this may only be delegated in [3]community-based settings and in home care settings. • Not allowed to perform foot care if the patient is diabetic or has poor circulation.

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Registered Nurse Delegation of Medication Administration by Exception

The RN is not allowed to delegate medication administration to the NA-R/NA-C or HCA-C **except** in [3]community-based settings (adult family homes, assisted living facilities, and residential homes for individuals with developmental disabilities) and in-home care settings.

Setting	Medication/Routes
[3]community-based settings Setting and In-Home Care Settings *Applies to over the counter and prescription medications*	• Oral, sublingual, buccal • Topical, Transdermal • Ocular, Ophthalmic • Inhalation • Intranasal • Vaginal • Rectal • Via enteral feeding tubes • Via urethral catheter • Subcutaneous (Limited to Insulin and non-insulin medications for treatment of diabetes)

RN delegation is NOT required for administration of opioid overdose reversal medication (OORM or epinephrine based on the following laws. the following circumstances. (Note: the RN may delegate intranasal OORM or epinephrine but is not allowed to delegate injectable OORM or epinephrine).

- Opioid overdose reversal medications (OORM), intranasal or injectable RCW 70.54.440
- Epinephrine (intranasal or injectable) if the employer/agency is an authorized entity RCW 70.54.440

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References and Resources

- Nursing Assistant-Registered and Nursing Assistant- Certified Scope of Practice Comparison
- Frequently Asked Questions | Washington State Board of Nursing
  - RN Delegation Medication Assistance
  - RN Delegation
  - Prevention and Treatment of Opioid-Related Overdoses
- Delegation of Blood Glucose Monitoring Advisory Opinion
- RN Delegation Scope of Practice Decision Tool
  Nurse Delegation Program | WA State Department of Social and Health Services
- 22-1736 Nurse Delegation for Nursing Assistants and Home Care Aides
- Introduction to Personal Care Assessment Key- WA State Department of Social and Health Services
- Opioid Overdose Reversal Medication (OORM) Advisory Opinion

Nursing Laws and Rules

- RCW 18.79.260: Activities Allowed – RN Delegation
- RCW 18.88A.030 Scope of Practice – Nursing Home Employment – Voluntary Certification
- RCW 18.88A.210: Delegation – Basic and Specialized Nurse Delegation Training Requirements
- RCW 18.88A.230: Delegation – Liability – Reprisal or Disciplinary Action
- WAC 246-840-910: RN Delegation - Purpose
- WAC 246-840-920: RN Delegation - Definitions
- WAC 246-840-930: Criteria for Delegation
- WAC 246-840-935: Blood Glucose Monitoring and Testing in [3]community-based settings and In-Home Care Settings
- WAC 246-840-940: WABON [3]community-based settings and In-Home Care Setting Delegation Decision Tree
- WAC 246-840-950: How to Make Changes to Delegated Tasks
- WAC 246-840-960 Rescinding Delegation
- WAC 246-840-970 Accountability, Liability, and Coercion

Pharmacy Laws and Rules

- RCW 69.41.085: Medication Assistance

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- WAC 246-945-718: Medication Assistance

Nursing Assistant Laws and Rules

- WAC 246-841A-400: Standards of Practice and Competencies for Nursing Assistants
- WAC 246-841A-403: Care Settings Where Nursing Assistants May Work and Registration and Certification Requirements for Students
- WAC 246-841A-405: RN Delegation to Nursing Assistants
- WAC 246-841A-407: Medication Assistant Certification Endorsement

Long-Term Care Workers Laws and Rules

- RCW 18.88B.070: Nurse Delegated Tasks
- Chapter 246-980 WAC: Requirements for Long-Term Care Workers that are Required to be Certified as a Home Care Aide
    - WAC 246-980-130: Provision for Delegation of Certain Taks to a Home Care Aide
- WAC 246-980-140: Scope of Practice for Long-Term Care Workers

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