TO: Local Health Directors
Local Directors of Nursing and Nursing Supervisors
Local Social Work Leads

FROM: Phyllis M. Rocco, MPH, BSN, RN
Head, Public Health Nursing & Professional Development

DATE: October 5, 2016

SUBJECT: Re-Release of Supervision of PCM and CC4C Staff Memo

I am re-releasing a memo sent by Dr. Joy Reed on 8/25/11. The content of this memo is still correct. Thank you.

TO: Local Health Directors
Local Directors of Nursing and Nursing Supervisors
Local Social Work Leads

FROM: Joy F. Reed, EdD, RN, FAAN
Head, Public Health Nursing & Professional Development

DATE: August 25, 2011

SUBJECT: Supervision of PCM and CC4C Staff

I have received several questions about whether or not Health Departments may allow Social Workers to supervise the RNs who are providing PCM and C4C services. Apparently, some RNs believe that structure violates the North Carolina Nursing Practice Act.

The correct information is that there is a difference between providing administrative supervision of an employee who happens to be an RN and providing nursing supervision. Administrative supervision may be provided by non-nurses, including social workers. Nursing supervision may only be provided by an RN. Agencies which have structured along programmatic lines may designate the most appropriate individual to supervise each program. However, someone - usually the Director/Supervisor of Nursing should be designated to provide nursing supervision for each RN employed (this may be designated by a dotted line on the organizational chart.) That person will be held accountable by the NC Board of Nursing for assuring that the RNs under him/her are licensed and are practicing within their legal scope and that the agency's policies and procedures which affect RNs are consistent with legal nursing practice. Likewise, social workers may be administratively supervised by any professional staff person/program manager.

If you have questions about your specific agency's structure, please give me a call.
Cc: Belinda Pettiford, Marshall Tyson