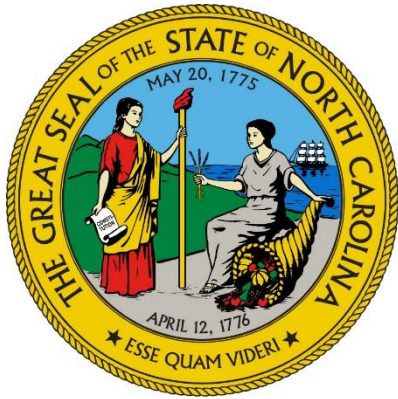


Department of Health and Human Services (DHHS)



Division of Health Service Regulation (DHHSR)

Home Care Specialty Training For Nurse Aides *Unlicensed Assistive Personnel (UAP)*

Last Updated:
June 17, 2024

Table of Contents

Unlicensed Assistive Personnel (UAP)

1. Definition
2. Job Titles
3. Employment Locations
4. Decision Tree for Delegation

Unlicensed Assistive Personnel (UAP)

Definition

From the [North Carolina Board of Nursing](#):

UAP is an umbrella term used to describe unlicensed health care assistants that have been trained to provide certain tasks of client care as directed by a licensed health care provider.

Family members, friends, and guardians of a client are not considered UAP.

Unlicensed Assistive Personnel (UAP)

Job Titles

From the [North Carolina Board of Nursing](#):

UAP includes but is not limited to the following job titles:

- Nurse Aides (NA)
- Certified Nursing Assistants (CNA)
- Patient Care Aides (PCA)
- Home Health Aides (HHA)
- Patient Care Technicians (PCT)
- Medical Office Assistants (MOA)
- Medical Assistants (MA)
- Medication Aides (Med Aide)
- Medication Technicians (Med Tech)

Unlicensed Assistive Personnel (UAP)

Employment Locations

From the [North Carolina Board of Nursing](#):

UAP may work in a variety of healthcare settings including, but not limited to:

- Hospitals
- Skill nursing facilities
- Adult care facilities
- Home care
- Office/ambulatory care practice settings
- Various community health environments (i.e., schools, correctional facilities, clinics).

Unlicensed Assistive Personnel (UAP)

Decision Tree for Delegation

From the North Carolina Board of Nursing:

[Decision Tree for Delegation to UAP](#)