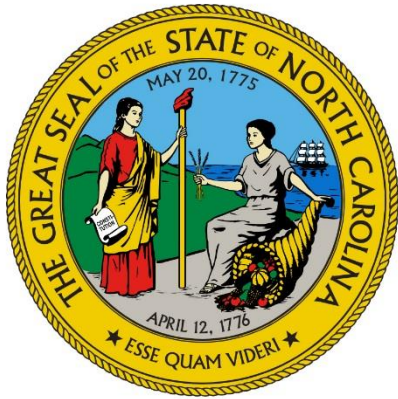


# Department of Health and Human Services (DHHS)



## Division of Health Service Regulation (DHSR)

### Nurse Aide I

### *Unlicensed Assistive Personnel (UAP)*

Last Updated:  
June 13, 2024

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# 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](#)