

## Delegated healthcare tasks – guide for social care employers, managers and care and support workers

This guide is for social care employers, managers and care and support workers across a range of settings including working with people in their own homes, supported living, care homes and nursing homes.

Social care employees may be asked to carry out healthcare tasks that are delegated by a registered healthcare professional such as a registered nurse, occupational therapist or nursing associate. These are usually called 'Delegated healthcare tasks' and are often specific clinical interventions that support people's care and independence.

This guide will help you understand your role and responsibilities when carrying out delegated healthcare tasks.

This guide does not explain how to carry out the tasks.

### Things for managers to consider beforehand:

- Does your employer support social care workers carrying out healthcare tasks including sufficient insurance and indemnity arrangements? It is the employer's responsibility to ensure that any tasks are able to be delivered safely and competently with sufficient training and supervision.
- Does your local authority, healthcare system and GP practices support social care workers carrying out delegated healthcare tasks? Where can you get further guidance?
- Is there appropriate and effective training and support available? Some knowledge training may be delivered virtually or online.
- Have you had the opportunity to ask questions?
- Who can you speak to if you feel that the task cannot be delegated safely or appropriately?
- Which staff (roles/experience) would you consider to undertake a delegated healthcare task?
- Is the delegated healthcare task in the best interest of the person and/or their representative? Do you have their agreement?
- How will you ensure the wellbeing and supervision of those who agree to carry out delegated healthcare tasks?
- Have you carried out the necessary risk management processes assessments including how you have arrived at your decision and who you have involved?

If you are an employer or manager, please [click here](#).

If you are a care and support worker, please [click here](#).