Delegated Healthcare Activities
Short guide for care/support workers and personal assistants

This guide refers to a 'delegated healthcare activity' as an activity that a regulated healthcare professional, such as a nurse, occupational therapist or speech and language therapist, delegates to a care worker in adult social care. For the purpose of this document, the term 'care worker' refers to care workers, support workers and personal assistants.

The purpose of this guide is to set out the necessary steps to support care/support workers and personal assistants in carrying out delegated healthcare activities in adult social care. This should be used alongside, not in place of, organisational policies. Before carrying out the delegated healthcare activity, there should be a Standard Operating Procedure (SOP) in place setting out roles and responsibilities agreed with all parties involved. There should also be documentation, accessible to all, setting out clear escalation routes for raising a concern.

Delegated healthcare activities **must** be person-centred, respecting individual preferences, dignity, and autonomy. All parties involved, including people who draw on care and support, should be recognised and respected as partners throughout the process.

Care workers are **not** required to carry out delegated healthcare activities (unless contractually obliged). If they do, they must be competent and supported to carry out the activity.

Checklist for delegating healthcare activities

- ☐ **The person drawing on care and support has given consent for me to carry out the delegated healthcare activity and I have recorded this.**
- ☐ **I have not been pressured into carrying out the delegated healthcare activity.**
- ☐ **I understand and agree to carry out the delegated healthcare activity.**
- ☐ **I've received training, demonstrated competence and feel confident to carry out the delegated healthcare activity.**
- ☐ **The delegated healthcare activity is clearly documented in the care plan and I will document each of my actions.**
- ☐ **There is a plan in place to review my competency in relation to the delegated healthcare activity.**
- ☐ **I have access to the escalation plan, and I know who to contact if I have any questions or concerns.**

Information for employed/self-employed personal assistants and providers before delegation

It's important to ensure that there's appropriate insurance in place before carrying out any delegated healthcare activity, if you're an employed or self-employed personal assistant, this may be provided through self-directed support. Extended insurance is required to cover the specific delegated healthcare activity and any associated risks. If you're unsure, speak to your local authority, or insurance provider before conducting the delegated healthcare activity.

Roles and responsibilities

Care workers

- Are not required to undertake a delegated healthcare activity (unless contractually obliged) and have the right to refuse.
- Receive training and regular competency assessments to ensure they carry out the delegated healthcare activity to the agreed standard.

Providers (including individual employers)

- Record and monitor competency assessments of each care worker to ensure the delegated healthcare activity is carried out to the agreed standard.
- Provide insurance coverage for the specific delegated healthcare activity.
- Consider Treatment of Disease, Disorder or Injury (TDDI) registration where appropriate.
- Ensure appropriate levels of staff who are trained to carry out the delegated healthcare activity, including contingency planning for absences.

Regulated healthcare professionals

- Delegate only within their scope of practice and the care worker's competence.
- Accountable for the clinical decision to delegate.
- Document the rationale, including risk assessment and expected outcomes.
- Provide regular supervision, support, and ongoing review. Consider the frequency and method required in relation to the activity.
- Follow professional standards/codes and seek guidance where needed.

People drawing on care and support

- The individual (or a named representative where appropriate) has given consent before the delegated healthcare activity begins.
- Involved in ongoing decisions related to the delegated healthcare activity.
- Are not required to accept a delegated healthcare activity and can decline.

Training, support, and supervision

- Training must be specific to the delegated healthcare activity and the individual.
- Training should include practical assessment, ideally in the care workers regular working environment.
- Care workers should only carry out activities they have been signed off as competent to do.
- Supervision should be planned and documented.
- Care workers should feel supported and able to raise concerns in line with the escalation plan.

Monitoring and review

- The delegated healthcare activity should be reviewed, and documentation updated regularly, particularly if needs change.
- Care workers should be involved in feedback and review discussions regarding the delegated healthcare activity.
- Adjustments should be made by the regulated healthcare professional based on outcomes and observations.

Further Information

Skills for Care - Delegated healthcare activities