

Delegated Healthcare Activities

Short guide for people drawing on care and support



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 people drawing on care and support in making decisions about [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. People drawing on care and support are not required to accept delegated healthcare activities and can decline.

People drawing on care and support should be involved in all decisions relating to delegated healthcare activities. If the individual is assessed to lack capacity in relation to these decisions, their power of attorney, independent mental capacity advocate or nominated individual should be involved on their behalf.

Checklist for delegating healthcare activities

I've been involved in making the decision and give consent for the activity to be delegated.

I understand who will now be carrying out this activity and the reason for this.

I understand that I can decline for this activity to be delegated at any time.

I have access to the escalation plan, and I know who to contact if I have any questions or concerns.

There is a plan in place to review each care workers competency in relation to the delegated healthcare activity.

Additional considerations for individual employers

If you are an individual employer (someone who directly employs a personal assistant), you are responsible for making sure insurance is in place before starting the delegated healthcare activity.

Extended insurance should cover the specific healthcare activity and any associated risks. If you're unsure, speak to your care provider and/or funding provider, local authority, support organisation, or insurance provider before agreeing to delegation.

There is a plan for ongoing conversations with each of my care workers about their competency and confidence in relation the delegated healthcare activity. A further guide for care workers can be found [here](#).

Roles and responsibilities

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.

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.

Monitoring and review

- The delegated healthcare activity should be reviewed, and documentation updated regularly, particularly if your needs change.
- Where appropriate, information relating to the delegated healthcare activity should be added to your health action plans/health passports.
- You should be involved in discussions and given choice and control around decisions relating to the delegated healthcare activity.
- Adjustments should be made by the regulated professional based on outcomes and observations.



Further Information

Skills for Care - [Delegated healthcare activities](#)

Delegated Healthcare Activities easy read information - [Delegated healthcare activities guiding principles easy read 2024](#)