

Delegated Healthcare Activities

Short guide for providers and organisations



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 Social Care Providers/Organisations employing care workers 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.

Providers/Organisations should consider all of the below points before agreeing to carry out delegated healthcare activities.

Checklist for delegating healthcare activities

There has been a documented discussion about the delegated healthcare activity with the person drawing on care and support and they have given consent for the activity to be delegated, where appropriate the Mental Capacity Act has been followed.

Care workers are not placed under pressure to carry out a delegated healthcare activity outside of their contractual obligations.

Ensure there are appropriate levels of staff who are assessed as competent and are confident to carry out the delegated healthcare activity. This should include contingency for planned and unplanned absences.

There is appropriate insurance required to carry out each of the delegated healthcare activities.

Consider registration for Treatment of Disease, Disorder or Injury (TDDI) where appropriate. If unsure, contact the Care Quality Commission for clarification.

Obtain and document consent from the individual (or a named representative where appropriate) before each intervention.

Training and competency assessments have been agreed in partnership with the regulated healthcare professional to support care workers to carry out the delegated healthcare activity.

There is a process in place to monitor training and competency assessments of care workers carrying out the delegated healthcare activity.

There is a clear escalation plan, accessible to all staff, that sets out who to contact if they have any questions or concerns.

Roles and responsibilities

Providers/organisations (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 registration with for [Treatment of Disease, Disorder or Injury \(TDDI\)](#) where appropriate.
- Ensure appropriate levels of staff who are trained to carry out the delegated healthcare activity, including contingency planning for absences.

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.

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 delegated healthcare activities 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.
- Providers/organisations 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.
- Providers/organisations should be involved in feedback and review discussions regarding the delegated healthcare activity.
- Agreed adjustments should be made by the regulated healthcare professional based on outcomes and observations.



Further Information

[CQC Regulations for service providers and managers](#)

[CQC Treatment of Disease, Disorder or Injury \(TDDI\)](#)

[Mental Capacity Act](#)

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