

Innovation in practice case studies



Top tips for Integrated Care Boards (ICBs)

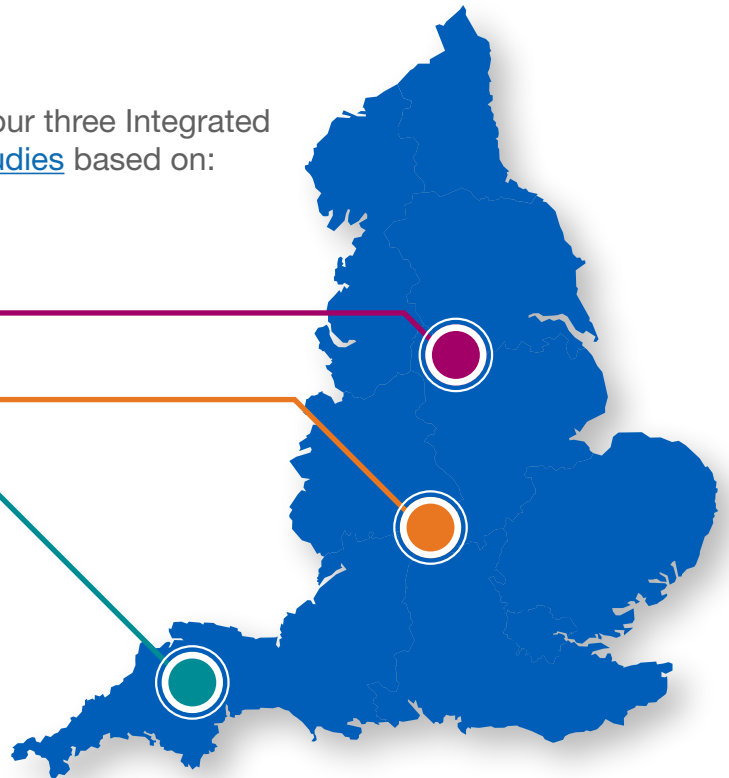
These top tips have been developed to support our three Integrated Care Board (ICB) [Innovations in practice case studies](#) based on:

South Yorkshire

Coventry and Warwickshire

Devon

These case studies share practical learning and have been designed to support other ICBs to implement the same approach to embedding effective and sustainable delegated healthcare activities in their organisation.



Below are six top tips highlighting key approaches used across all three case studies:

1

Understanding and awareness

Have a clear understanding of what delegated healthcare means across all teams working with the ICB and consider the definition and language.

[View Skills for Care guiding principles](#)



A delegated healthcare activity is an activity that a regulated healthcare professional, such as a nurse, nursing associate, occupational therapist or speech and language therapist, delegates to a care worker or personal assistant.

ICBs and organisations sometimes use different terminology like tasks, interventions or duties.

2 Hold conversations and workshops

- Gather information on what's happening, build up a network of stakeholders to share clear practical examples and scenarios to help stakeholders understand what delegated healthcare looks like in practice and how it applies to real life.

3 Engagement and coproduction

- Bring together all interested partners across health and social care. The lead role should be well connected with strong links in their area so that buy in from other professions and expertise are assured.
- Gain input from providers, local authorities, NHS teams, community organisations, universities, commissioners and others to build a collaborative approach.
- Involve and engage with people who receive delegated healthcare and include those who employ personal assistants and relevant Personal Health Budget (PHB) and self-directed support teams.

4 Insight and evidence gathering

- Host regular working group meetings, workshops, insight and data gathering. Facilitation, or use external agencies where helpful (e.g. NHS Elect).
- Consider a stakeholder mapping exercise and data collection of what is already happening, identify challenges, opportunities of good practice and scope for further development.
- Consider commissioning, funding and research projects.

5 Tools, resources and frameworks

- Consider the [Skills for Care guiding principles and resources](#) such as the governance toolkit, sample policies, short guides and case studies.
- Buddy up with another ICBs to share best practice and work through challenges.

6 Strategic workforce development

- Considerations to workforce planning, legislation and regulations such as the government's [10 Year Health Plan](#), [A Workforce Strategy for Adult Social Care in England](#), [Fair Pay Agreement](#) and [Care Workforce Pathway](#) (especially the enhanced care worker and personal assistant roles).

Useful links:

- [Delegation and joint exercise of statutory functions \(NHS England\)](#)
- [Section 75, NHS Act 2006 \(partnership arrangements\)](#)
- [NMC Code](#)
- [Care Act Section 22](#)

