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delegation's potential benefits for people who access care and always be safe, legal and financially equitable between health

joint commissioning? How can delegation support efficiency, without facilitating cost shunting?

context, support, guidance and governance within which delegation options can be offered as

December 2022. This key findings document is designed to summarise learning from the project





# Key findings



ADASS work in this area confirms a widespread sense of fragmentation and informality

is taking place, in what forms and with what consequences – including financial consequences.

these are still clear in light of any subsequent service reconfiguration or fresh commissioning.



experiences of staff and people who access care and support. Critically, are these delegated counterparts in health and their provider colleagues? Experience nationally suggests that staff

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the arrangements, finding them less stressful and more convenient than administration by a health focussed on situations in which the activity is delegated to a familiar figure in the individual's care.

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“People like it [staff and people receiving services].”

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health needs that are normally the responsibility of the NHS. In effect, it sets the boundary

be satisfied that it has identified and can manage the relevant risks and be willing to accept

which other members of the wider care workforce in your area would benefit from training in  
provided such training, a key objective has been to enable staff in a variety of roles to identify and  
may have developed in which home care staff are undertaking no personal care but are carrying

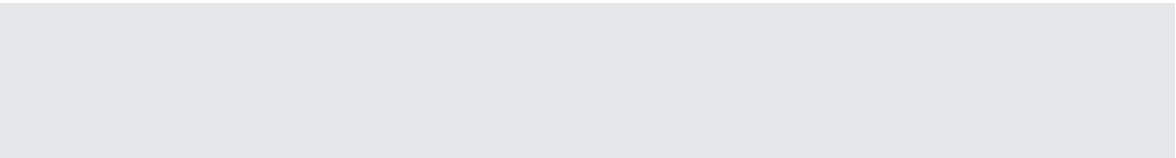
"Our framework provides clear identification of the principles, statutory duties





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When considering extending delegation into a specific commissioned service, or across a range

ambitions of staff in mind.

activities which care staff are supported to undertake can be empowering, improving levels of job satisfaction. For example, delegation may be an effective way of addressing day to day





Consistent, high-quality training for care staff is crucial for delegated healthcare activities.

to cancel out potential efficiency and consistency benefits. A large number of staff may require one to one training, and where there are high levels of staff turnover or a heavy reliance on agency staff, training may not be feasible.

needs of a particular individual – the training is ‘bespoke’ or ‘specific’, and the competency it provides does not extend beyond its specific application.

are also likely to have existing arrangements for back-fill, and the payment of staff for attending and confirm. The experience of many areas is that trainer skills are crucial to success, so specific

for social care staff.

Any healthcare professional who is delegating activities to a care worker must have had sufficient

In deciding whether a care worker is competent and confident to take on the activity, the healthcare professional must be satisfied that the care worker has an appropriate level of ongoing

reported benefit of delegation is improved understanding between health and care professionals



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