

Due to the increased complexity of some people's care needs, social care workers can be best placed to do healthcare interventions as they usually know people well and can deliver consistent person-centred care.

Interventions can only be delegated if in the best interests for the person and by a registered healthcare professional who has the relevant occupational competence relating to the intervention.

Examples of registered health professionals:

- registered nurses
- nursing associates
- occupational therapist.

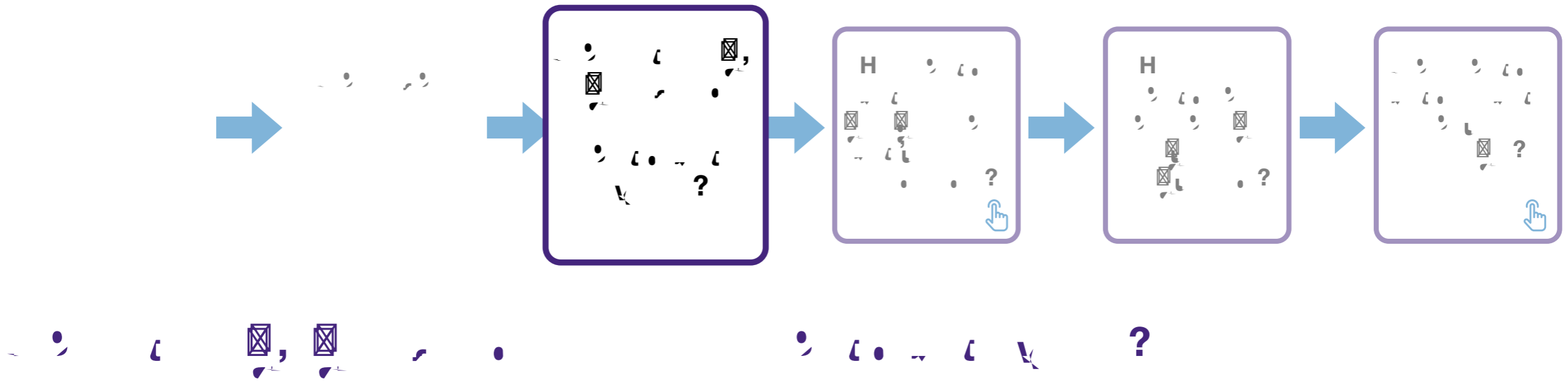
The clinical responsibility and accountability for the person remains with the registered health professional who delegated the intervention, their organisation and their professional regulatory body.

Checklist (CN) 2017) A D

The employer is responsible for making sure that the care worker has received sufficient training, support and supervision to carry out interventions safely and competently and should be within the care workers job description. The employer must not allow staff to accept interventions that they are not competent to deliver and without sufficient training and support.

A care worker must not carry out any delegated healthcare interventions that they do not feel they have the skills for or sufficient training.

Before agreeing to deliver an intervention, make sure the worker: [g \(en-GB\)/MID 9](#)



Training assessment and review will depend on several factors including:

- the type of intervention
- how often the care worker is supervised and observed
- how often the intervention is carried out
- if the intervention has changed
- if there is extra training needed at any point.

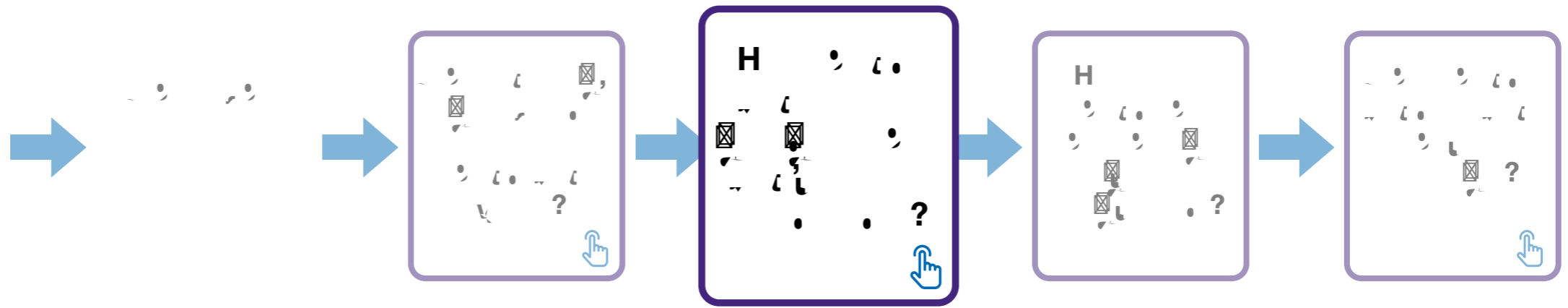
Training should be accessible and proportionate to the intervention and generally should include:

- relevant new knowledge
- a demonstration of how to do a particular intervention
- safe use and/or disposal of any equipment
- opportunity to practice with the person who has delegated the intervention to supervise and observe the staff member's ability, confidence and competence before they are approved as being competent and can work unsupervised
- a signed record of competence
- on-going support and supervision to ensure the care worker remains competent and confident to carry out the delegated intervention.

The healthcare professional delegating the activity must ensure that an appropriate level of supervision is available.

Care workers must have ongoing development and refresher training to make sure their competency is maintained.





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Ensure there are clear procedures for the care worker to follow in the person's care plan which are agreed with the healthcare professional delegating the intervention.

This should include the management of any risks, the limits of the delegation, what to do and who to contact if there are any concerns including out of hours support. It should be clear in the person's care plan that the intervention has been delegated, by whom and include contingency arrangements for when the care worker is absent.

Keep full records of training given, including dates and when refresher training is required. Refresher training frequency will depend on the intervention and the person's changing need.

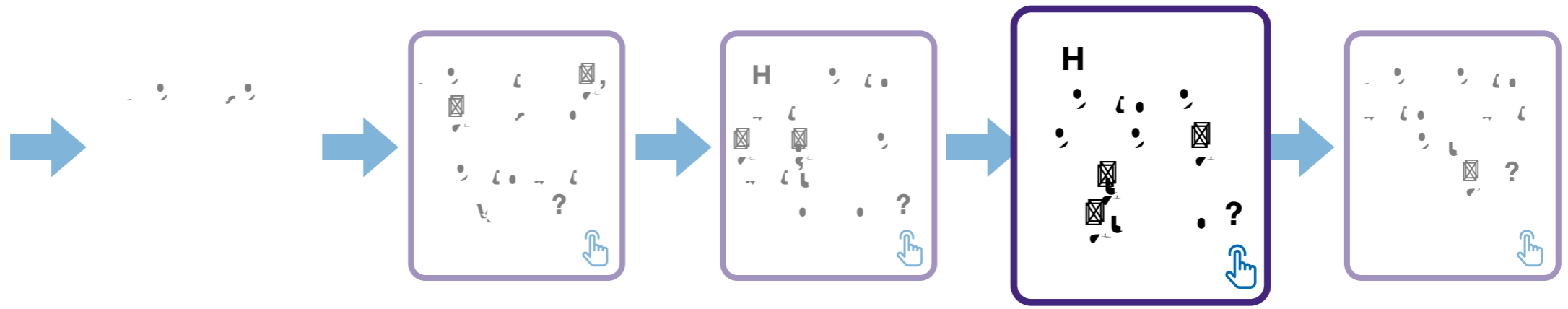
It is the delegating professional's responsibility to identify sufficient refresher training and how this will be delivered.

It is the employer's responsibility to ensure that care workers do not carry out healthcare interventions if they have not received sufficient refresher training.

Evidence that care workers competence has been assessed should be recorded, preferably against recognised standards.

Ensure there are clear record keeping procedures in place and the worker understands any additional record keeping, as agreed with the healthcare professional. For example, this could be the completion of a specific chart, how to monitor and when and how to raise concerns.



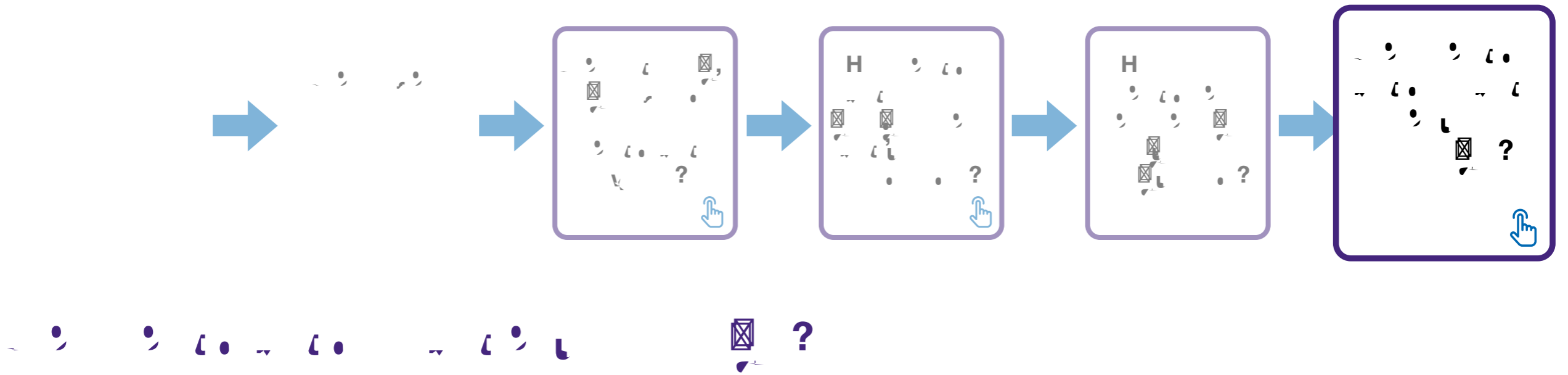


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The delegating professional is responsible for ongoing clinical review arrangements. This should be documented clearly in the care plan along with who to contact for advice and reassessment, particularly if the person's needs are known to regularly change or fluctuate.

Review arrangements including frequency, roles and responsibilities should be clearly identified, recorded and communicated to the person and/or their representative and the care provider.





A delegated healthcare intervention is a shared responsibility and requires clear guidelines, protocols and escalation plans in place, so that the manager or the care worker is not required to make a standalone clinical judgement.

The care plan should include how to contact the relevant healthcare professional for advice and guidance, including out of hours support if required, for situations when you or the worker has any concerns and how to escalate a concern.

Arrangements should include how you raise concerns as a manager about training, ongoing support and competence of the care worker, including where interventions should cease and retraining and/or review is required.