



Delegated Clinical Tasks

On March 29th the DfE published the SEND Review in the form of a Green Paper entitled ‘**Right support, right place, right time**’; the report includes this statement:

“NICE has also recently published new guidelines around the support that disabled children and young people with severe and complex needs should receive. These guidelines will support commissioners in planning and securing appropriate services for this group.”
(SEND Green Paper para.13 page 69)

We want to tell you a bit more about this NICE guidance which was also published in March 2022, as it contains advice for professionals in education, health and social care, and their employers.



Disabled children and young people up to 25 with severe complex needs: integrated service delivery and organisation across health, social care and education
(NICE Guideline - 10th March 2022)

On pages 134/135 the NICE guidance explains:

*“These recommendations make other guidance more explicit. There are wide variations in practice across the country about how this guidance is understood and implemented, including some poor practice. The recommendations should make practice less variable. They may also prevent a breakdown in interagency working and prevent **critical incidents** that could have a detrimental effect on children and young people and **substantial financial implications** for services.”*

On pages 62 to 64 the NICE document sets out the responsibilities that school leaders (headteachers and governing bodies of maintained schools and academy trusts) must respond to, if they have staff in their organisation carrying out any health care tasks for which they have been trained by NHS professionals, such as school nurses, physiotherapists, occupational and speech and language therapists.

“Delegated clinical tasks

*1.15.24 When training support workers to undertake **delegated clinical tasks**, registered healthcare professionals must follow guidance on training and competency from the Care Quality Commission, the General Medical Council, the Nursing and Midwifery Council, the Health and Care Professions Council, and the professional organisations that align to these. In particular, registered healthcare professionals must:*

- *only train support workers to carry out delegated clinical tasks if these workers are employed and insured for these tasks, and accountable for their professional conduct*
- *after delivering training, actively assess the competency of support workers to carry out delegated clinical tasks **at the required standard***

- ensure that ongoing clinical supervision arrangements are in place for support workers.

1.15.25 For **support workers** who have been delegated clinical tasks by healthcare practitioners, employers must follow guidance on training and competency from the Care Quality Commission, the General Medical Council, the Nursing and Midwifery Council, the Health and Care Professions Council, and the professional organisations that align to these. In particular, employers must:

- ensure support workers are competent to carry out these tasks
- ensure the type of delegated work they are expected to carry out is specified in their job descriptions
- put indemnity insurance in place for delegated clinical tasks
- ensure that **training providers** or other suitable organisations will provide **ongoing** supervision of support workers when a clinical competency must be assured to be at a required standard
- agree a **joint incident investigation policy** with relevant education, health and social care partner organisations (using the framework set out in the NHS Quality Board Position Statement on Quality in Integrated Care Systems), covering:
 - reporting of incidents
 - who will lead investigations
 - when a collaborative investigation is needed.

1.15.26 For parents and family members who have been delegated clinical tasks, healthcare practitioners must follow guidance from the Care Quality Commission, the General Medical Council, the Nursing and Midwifery Council, the Health and Care Professions Council and the professional organisations across health, social care and education that align to these. In particular, practitioners must:

- train parents and family members to undertake delegated clinical tasks and use any equipment needed to undertake these tasks
- after training, actively assess the competence of parents and family members to carry out delegated clinical tasks at the required standard
- provide parents and family members with ongoing clinical support from an agreed named contact
- set up a process for parents and family members to report problems or to request further training"

Glossary

“Delegated clinical tasks” means any care or medical task that requires a person carrying out the task to be trained by a registered Health Care Professional, in order to do so.

“Critical incidents” means any event where harm has been caused, or could have been caused, by failures in care.

“Substantial financial implications” means the risk of litigation due to inadequate or negligent care, for which the employers of the person who carried out the care, and also the person who trained them to do so, may be liable.

“At the required standard” means that the person trained can carry out the task competently without direct supervision for a period of time after receiving the training.

“Support workers” is defined by NICE as “Anyone other than a family member who has been delegated clinical tasks (including teachers, teaching assistants and other staff in education or care settings).

“Training providers” means the employing organisation of any healthcare professional who delivers training to school staff, so that they can carry out delegated clinical tasks.

“Ongoing” refers to the requirement in NMC guidance that Health Care Professionals take reasonable steps to monitor the outcome of the delegated task.

“Joint investigation Policy” means a shared and locally agreed protocol that describes how partner agencies will ensure transparent processes of accountability, in line with NHS guidelines, that they will apply together when thresholds of acceptable care are not met, so that lessons are learned and applied.

Key Steps for school leaders

This means that there are five key actions required of those who lead schools:

1. ensure that any staff who operate as ‘support workers’ are competent to carry out the clinical tasks delegated to them, according to a Registered Health Care professional;
2. ensure the clinical tasks that they are expected to carry out are specified in their job descriptions;
3. ensure that your organisation’s indemnity insurers are aware that your staff carry out delegated clinical tasks;
4. ensure that whoever trains your staff to carry out delegated clinical tasks will also provide ongoing supervision of support workers’ clinical competency;
5. ensure that you have in place a joint incident investigation policy for any incidents of harm or ‘near miss’ incidents of harm, within the NHS framework.

Web links for education, health and care professionals and their employers

Care Quality Commission guidance: [Delegating medicines administration](#)

Health and Care Professions Council guidance: [Supervision and delegation](#)

NHS Quality Board position statement: [National Quality Board](#)

NICE guidance: [Disabled children and young people up to 25 with severe complex needs: integrated service delivery and organisation across health, social care and education](#)

Nursing and Midwifery Council guidance: [Delegation and accountability \(Supplementary information to the NMC Code\)](#)

Royal College of Nursing guidance: [Accountability and delegation | Royal College of Nursing](#)

Royal College of Occupational Therapists guidance: [Delegation Briefing](#)

College of Physiotherapists guidance: [Supervision, accountability and delegation of activities to support workers - a guide for registered practitioners and support workers](#)

Royal College of Speech and Language Therapists guidance: [RCSLT guidance to meet the HCPC standards](#)

SEND Green Paper: [SEND Review: Right support Right place Right time](#)

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