

Delegation & Training PAs in South Warwickshire

South Warwickshire NHS Foundation Trust has a longstanding process for the delegation of healthcare tasks to PAs and carers of children with complex needs, supported by e-learning and skills based training.

This briefing provides an overview of this process.

The training of carers and PAs on delegated healthcare tasks is just one part of the delegation protocol within South Warwickshire NHS Foundation Trust. There are clear processes surrounding the types of healthcare tasks that can be delegated and the circumstances in which that delegation can take place.

The delegation process is supported by an e-learning system followed by practical skills training delivered by a nurse. This provides the necessary underpinning knowledge and assessment of competence to enable carers and PAs to deliver healthcare tasks to children and young people with complex needs.

The nuggets of learning within the tool are based upon locally developed competencies, written by teams of practitioners and these have been refined over time in line with best practice.

Once it is identified that there is a healthcare task that it would be appropriate to delegate, the carer or PA is given access to the e-learning system in order to undertake learning relevant to the task they are going to undertake.

The e-learning provides underpinning knowledge together with an online assessment. After completing the online theoretical learning the system creates an online workbook. This written assessment contains a series of multiple choice and free text questions, some of which will require answers to be contextualised to their client's individual needs. This allows the free text and client specific questions to be assessed alongside the practical skills by someone that is occupationally competent; usually a nurse from the Community Nursing Team.

The skills training that is provided alongside the online learning is delivered by a nurse. Training usually takes place in the home of the person that requires the healthcare task at the same time that the nurses are delivering care.

Once the theory and workbook are satisfactorily completed then the practical skill will be assessed by the health professional delegating the healthcare task. In addition to this, the Personal Health Budget Holder can sign that they are happy for their PA to now carry out the healthcare task for them.

Figure 1: An overview of the South Warwickshire approach

