

# Working Differently In Cumbria & Lancashire

## Understanding Accountability

### - Non-Registered Clinical Staff Accountability

#### What you want to know

##### You are expected to:

- Always make the care and safety of patients your first concern
- Ensure your level of practice is of the standard that is expected of your role/tasks that you perform
- Keep your practice and knowledge up to date
- Always respect the public, the patients, the clients, carers, NHS staff and partners in other organisations
- Demonstrate your commitment to team working by cooperating with your colleagues in the NHS and in the wider community

##### What you are responsible for:

- Once assessed as able to do your job - your own practice
- Reporting any concerns, changes, & developments, about the patients/clients to the registered professional members of the team
- If you supervise the work of other junior members of the team you need to be sure that what you ask them to do is within their capability & that you are accessible & supportive
- If you supervise the work of other junior members of the team that you report any concerns about their performance to your line manager

##### Delegation – what does it mean:

'Delegation' means 'entrusting a task to another person'.

**Delegation to others-** You will at times 'delegate' some tasks to other members of the team. When you do that you need to be sure that the person who you are giving a task to is:-

- Able to do what you are asking them
- Is clear about the role/task to be done
- Is competent to undertake that role/task
- That you provide the person with the appropriate support and advice when they need it

**Delegation to you** -There are many occasions when tasks will be 'delegated' to you by other members of the team.

When you are asked to do something by other team members you must always be sure that you:-

- Understand exactly what they are asking you to do – if you are uncertain ask for clarification
- That you are confident that you have been trained to do the task and are able to do the task to the standard that you know they expect
- That you have the time and proper equipment to do the job
- That the task is part of the patients/clients plan of care
- The task is appropriate for that patient/client and if you have any concerns or queries [for example the task has already been done] then inform the person of your information or concerns

#### Legal liability and duty

All organisations have what is called vicarious liability. Vicarious liability applies to all employees employed in the organisation. The organisation is responsible for protecting patient and client safety and employers will be liable for any negligence or battery committed by an employee so long as the employee was acting within the domain of employment. The organisation has a duty to ensure that all staff are competent to perform the roles for which they are employed