



# **Competency Framework for Cosmetic Practice**

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**This competency framework has been produced in good faith to provide benchmark standards of competence across the cosmetic sector deemed necessary to practice safely and ethically, in line with the cosmetic practice standards authority (CPSA) guidance. The JCCP cannot be responsible for an individual's practice.**

# 1. Introduction & background to the Competency Framework

The JCCP was established to support public protection for those accessing non- surgical cosmetic procedures and hair restoration surgery. Following the Keogh review (DH 2013), the recommendation to regulate the cosmetic sector was not supported by government. Health Education England was given a mandate to work with stakeholders to develop education guidance relating to 5 modalities of cosmetic practice (HEE 2016). The JCCP <https://www.jccp.org.uk/> has since been set up as a formally constituted charitable body, alongside its sister organisation, the Cosmetic Standards Practice Authority (CPSA) <http://www.cosmeticstandards.org.uk/>.

The aim of the JCCP/CPSA is to further develop standards and guidance to ensure practitioners providing cosmetic treatments, whatever their professional or practice background can evidence their competence, commitment to public safety and agreed standards of practice through registration with the JCCP.

The JCCP voluntary register, which is Professional Standards Authority (PSA) registered, will be accessible to the public and enable them to check the competence and adherence to a code of practice and standards set out by the cosmetic practice standards authority (CPSA) for practitioners providing cosmetic treatments and provide a mechanism for managing complaints against JCCP registered practitioners. In order to assist practitioners to evidence the required level of competence, underpinned by relevant knowledge, values and skills, education standards and required levels of competence have been developed with stakeholders across the sector to inform the development of appropriate courses, programmes and qualifications. This document should be read in conjunction with the ***JCCP (2018) Education Standards to enter the JCCP register of Approved Education & Training providers, which now replaces the HEE guidance.***

## 2. Purpose of the Competency Framework

The purpose of the competency framework is to define the required competencies of practitioners providing cosmetic treatments. The emphasis on required level of competency rather than role is intended to make clear to practitioners and the public what they are expected to be able to do to provide safe, accountable care to those requesting cosmetic interventions. Defining the competencies has several purposes;

- **Practitioners** can evaluate their practice against the competency framework, identify any gaps in competence, and ensure they are addressed through personal development planning and continuing professional development to register with the JCCP
- **The public** can see what practitioners are required to do to ensure their safety and effective treatment outcomes when having cosmetic procedures

- **Education and training providers** can use the competencies to ensure programmes, course, modules of learning and qualifications enable practitioners to develop competence underpinned by relevant knowledge & understanding at the required academic level as outlined within the JCCP Education Standards (2018).
- **Accreditation providers** can use the competencies to evaluate the suitability of educational programmes of study to enable the student to achieve competence through relevant qualifications
- **The JCCP** can use the competencies to ensure practitioners applying for registration with the JCCP have achieved the required competencies and education & training providers can evidence that their provision leads to achievement of the appropriate competencies.

### 3. Development and Structure of the Competency Framework

The development of the framework was initially commenced by the education, training and accreditation group of the JCCP, and has been further developed by the Education & Training Committee of the JCCP to reflect the Clinical Practice Standards developed by the CPSA. The framework includes;

- Core Competencies
- Modality Specific Competencies for 5 modalities

The JCCP register includes two different categories of practitioner, those with existing and current Professional Statutory & Regulatory Body (PSRB) registration, and those not currently regulated elsewhere. To reflect this, the Core Competency Framework is divided accordingly for those with PSRB registration and those without PSRB registration and regulation who will work under oversight of an accountable practitioner. It is further divided where necessary to identify the competencies of those who may prescribe prescription only medicines (POMs), and those who may administer POMs.

**Note: Depending on the context, people who request cosmetic treatments are known as clients, customers or patients. Throughout this document, the term patient has been used for consistency.**

## Core Competencies for any modality

Demonstrate holistic assessment to elicit suitability for a cosmetic procedure		
PSRB regulated practitioner who is a prescriber	Non- prescriber regulated by PSRB	Practitioner - working under supervision /oversight Non- prescriber and/or not regulated by PSRB
Determine the patient's competence to understand the intervention assessment process and their capacity to give valid consent using recognised guidelines, ensuring they are not under the influence of alcohol, drugs or other illicit substances	Determine the patient's competence to understand the intervention assessment process and their capacity to give valid consent using recognised guidelines ensuring they are not under the influence of alcohol, drugs or other illicit substances	Determine that the person requesting treatment understands you and does not appear to be under the influence of alcohol, drugs or other illicit substances
Undertake a concise and comprehensive cosmetic consultation and assessment to include: <ul style="list-style-type: none"> <li>• Client concerns, expectations and desired outcomes</li> <li>• Age, general and specific medical &amp; family history of relevance</li> <li>• Psycho-social history and reasons for seeking cosmetic intervention</li> <li>• Current medication- prescribed, over the counter and supplements</li> <li>• Current pregnancy, breast feeding or trying to conceive</li> <li>• Allergies and any previous reactions to products or interventions</li> <li>• Historical and planned surgical treatments</li> </ul>	Undertake a concise and comprehensive cosmetic consultation and assessment to include: <ul style="list-style-type: none"> <li>• Client concerns, expectations and desired outcomes</li> <li>• Age, general and specific medical &amp; family history of relevance</li> <li>• Psycho-social history and reasons for seeking cosmetic intervention</li> <li>• Current medication- prescribed, over the counter and supplements</li> <li>• Current pregnancy, breast feeding or trying to conceive</li> <li>• Allergies and any previous reactions to products or interventions</li> <li>• Historical and planned surgical treatments</li> <li>• Previous adverse outcomes to cosmetic /aesthetic treatments</li> </ul>	Working within your sphere of competence establish the requirements of the person requesting treatment to include: <ul style="list-style-type: none"> <li>• Their concerns, expectations and desired outcomes</li> <li>• Lifestyle assessment- intrinsic/ extrinsic factors affecting skin health</li> <li>• Current pregnancy, breast feeding or trying to conceive</li> <li>• Allergies and any previous reactions to products or interventions</li> <li>• Lifestyle assessment- intrinsic/ extrinsic factors affecting skin health</li> </ul>

<ul style="list-style-type: none"> <li>• Previous adverse outcomes to cosmetic /aesthetic treatments</li> <li>• Lifestyle assessment- intrinsic/ extrinsic factors affecting skin or hair health</li> <li>• Social and work activities which may impact treatment /outcomes</li> </ul> <p>Assessment of the skin using;</p> <ul style="list-style-type: none"> <li>• aesthetic scales or tools as appropriate, including but not limited to; Merz scales, wrinkle assessment scale, visual analogue scale, Fitzpatrick skin typing, ethnic skin typing)</li> </ul> <p><b>GMC registered practitioner only</b></p> <p>Assessment of the scalp/hair /hair line using;</p> <ul style="list-style-type: none"> <li>• Blood tests to establish hormonal profile and other contributory factors</li> <li>• Hair loss tools as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>• Lifestyle assessment- intrinsic/ extrinsic factors affecting skin or hair health</li> <li>• Social and work activities which may impact treatment /outcomes</li> <li>• Assessment of the skin using aesthetic scales or tools as appropriate, including but not limited to; Merz scales, wrinkle assessment scale, visual analogue scale, Fitzpatrick skin typing, ethnic skin typing)</li> </ul>	<ul style="list-style-type: none"> <li>• Social and work activities which may impact treatment /outcomes</li> <li>• Assessment of the skin using aesthetic scales or tools as appropriate, including but not limited to; Merz scales, wrinkle assessment scale, visual analogue scale, Fitzpatrick skin typing, ethnic skin typing)</li> </ul> <p>Ensure where relevant the accountable practitioner providing supervision and oversight has undertaken and documented an assessment of the patients' capacity and needs and gained informed consent for treatment agreed.</p>
<p>Demonstrate appropriate consultation process, using appropriate verbal and non- verbal communication and interpersonal skills considering social, spiritual cultural and language issues.</p>	<p>Demonstrate appropriate consultation process, using appropriate verbal and non- verbal communication and interpersonal skills considering social, spiritual cultural and language issues.</p>	<p>Demonstrate appropriate consultation process, using appropriate verbal and non- verbal communication and interpersonal skills considering social, spiritual cultural and language issues.</p>
<p>Identify the need for additional information from other clinicians involved with the patient and understand how this can be obtained in compliance with confidentiality and consent</p>	<p>Identify the need for additional information from other clinicians involved with the patient) and understand how this can be obtained in compliance with confidentiality and consent</p>	<p>Identify the need for additional information and refer to accountable practitioner</p>

guidance and the General Data Protection Regulation (GDPR).	guidance and the General Data Protection Regulation (GDPR).	
Recognise, respond and refer appropriately in relation to any concerns disclosed or identified, including but not limited to: <ul style="list-style-type: none"> <li>• Psychological conditions e.g. body dysmorphic disorder</li> <li>• Safeguarding issues</li> <li>• Skin lesions or dermal abnormalities</li> <li>• Other</li> </ul>	Recognise, respond and refer appropriately in relation to any concerns disclosed or identified, including but not limited to: <ul style="list-style-type: none"> <li>• Psychological conditions e.g. body dysmorphic disorder</li> <li>• Safeguarding issues</li> <li>• Skin lesions or dermal abnormalities</li> <li>• Other</li> </ul>	Recognise and refer appropriately if any concerns are identified or disclosed
Document the assessment in line with relevant professional guidelines, including baseline photographs where appropriate using CPSA advised approach	Document the assessment in line with relevant professional guidelines, including baseline photographs where appropriate using CPSA advised approach	Document the assessment as agreed with accountable practitioner

<b>Demonstrate defensible shared decision making and competence in planning the management of care with the client/patient</b>		
<b>PSRB regulated practitioner who is a prescriber</b>	<b>Non-prescriber regulated by PSRB</b>	<b>Practitioner - working under supervision /oversight Non-prescriber and/or not regulated by PSRB</b>
Demonstrate application of legal, ethical, clinical and professional guidelines including CPSA/JCCP standards and code of practice to shared decision making.	Demonstrate application of legal, ethical, clinical and professional guidelines including CPSA/JCCP standards and code of practice to shared decision making	Demonstrate application of JCCP/CPSA standards, code of practice and relevant guidance to shared decision making
<p>Demonstrate ability to explain clearly to patients, with evidence-based rationale</p> <ul style="list-style-type: none"> <li>• when treatment is not appropriate or in the best interest of the patient</li> <li>• possible treatment options and alternatives available</li> <li>• effectiveness of treatment based upon current evidence including limitations of the evidence base</li> <li>• realistic outcomes that can be achieved &amp; limitations of cosmetic interventions</li> <li>• potential risks and adverse incident associated with the intervention(s)</li> <li>• pain and pain management relevant to intervention</li> <li>• pre- treatment procedures as may be required</li> <li>• aftercare required</li> <li>• possible/likely further interventions and recommended treatment intervals to maintain outcome</li> </ul>	<p>Demonstrate ability to explain clearly to patients, with evidence-based rationale</p> <ul style="list-style-type: none"> <li>• when treatment is not appropriate or in the best interest of the patient</li> <li>• possible treatment options and alternatives available</li> <li>• effectiveness of treatment based upon current evidence including limitations of the evidence base</li> <li>• realistic outcomes that can be achieved &amp; limitations of cosmetic interventions</li> <li>• potential risks and adverse incident associated with the intervention(s)</li> <li>• supervision arrangements in place for managing adverse incidents</li> <li>• pain and pain management relevant to intervention</li> <li>• pre- treatment procedures as may be required</li> <li>• aftercare required</li> </ul>	<p>Working within your sphere of competence, demonstrate ability to explain clearly</p> <ul style="list-style-type: none"> <li>• when treatment is not appropriate or in the best interest of the patient</li> <li>• Possible treatment options and alternatives available</li> <li>• realistic outcomes that can be achieved &amp; limitations of cosmetic interventions</li> <li>• potential risks and adverse incidents associated with the intervention(s)</li> <li>• supervision arrangements in place for managing adverse incidents</li> <li>• pain and pain management relevant to intervention</li> <li>• pre- treatment procedures as may be required</li> <li>• aftercare required</li> </ul>

<ul style="list-style-type: none"> <li>initial and actual or potential future costs</li> </ul>	<ul style="list-style-type: none"> <li>possible/likely further interventions and recommended treatment intervals to maintain outcome</li> <li>initial and actual or potential future costs</li> </ul>	<ul style="list-style-type: none"> <li>possible/likely further interventions and recommended treatment intervals to maintain outcome</li> <li>initial and actual or potential future costs</li> </ul>
Elicit and clarify patient's knowledge and understanding in order to enable informed consent in line with professional guidance about the proposed treatment(s)	Elicit and clarify patient's knowledge and understanding in order to enable informed consent in line with professional guidance about the proposed treatment(s)	Review patient's knowledge and understanding of the treatment to be provided and aftercare required, to ensure they are able to give informed consent to proposed treatment(s)
Provide supplementary verbal and/or written information as required.	Provide supplementary verbal and/or written information as required	Provide supplementary written and/or verbal information within your sphere of competence or refer to the accountable practitioner providing oversight
Seek informed consent in writing for treatment and consent for pre and post images and document appropriately following relevant professional guidance	Seek informed consent in writing for treatment and consent for pre and post images and document appropriately following professional guidance	Ensure informed consent for agreed interventions /procedures consent for pre and post images has been obtained by an accountable practitioner providing oversight
<p>Demonstrate effective communication skills in negotiating and agreeing a suitable treatment plan and appropriate care for the individual patient using an evidence based /best practice approach which includes;</p> <ul style="list-style-type: none"> <li>Preventative interventions related to patient specific risk factors</li> <li>Gaining written consent &amp; explaining /providing cooling off period</li> <li>Prescription and supply of products where required</li> <li>Time scale for treatments, recovery and required follow up</li> </ul>	<p>Demonstrate effective communication skills in negotiating and agreeing a suitable treatment plan and appropriate care for the individual patient using an evidence based /best practice approach which includes;</p> <ul style="list-style-type: none"> <li>Preventative interventions related to patient specific risk factors</li> <li>Gaining written consent &amp; explaining /providing cooling off period</li> <li>Where relevant, administration of products prescribed by accountable practitioner providing supervision or oversight</li> </ul>	<p>Demonstrate effective communication skills in negotiating and agreeing a suitable treatment plan and appropriate care for the individual patient using an evidence based /best practice approach which includes;</p> <ul style="list-style-type: none"> <li>Preventative interventions related to patient specific risk factors</li> <li>Gaining written consent &amp; explaining /providing cooling off period</li> <li>Where relevant, administration of products prescribed by</li> </ul>



<ul style="list-style-type: none"> <li>• Possibility of adverse events &amp; actions to be taken</li> <li>• Cost &amp; payment arrangements</li> </ul>	<ul style="list-style-type: none"> <li>• Time scale for treatments, recovery and required follow up</li> <li>• Possibility of adverse events &amp; actions to be taken</li> <li>• Cost &amp; payment arrangements</li> </ul>	<p>accountable practitioner providing supervision/oversight</p> <ul style="list-style-type: none"> <li>• Time scale for treatments, recovery and required follow up</li> <li>• Possibility of adverse events &amp; actions to be taken</li> <li>• Cost &amp; payment arrangements</li> </ul>
<p>Document the agreed plan of care in line with professional /CPSA guidance</p>	<p>Document the agreed plan of care in line with professional /CPSA guidance</p>	<p>Document the agreed plan of care in line with CPSA and local guidelines</p>

<b>Implement non clinical interventions to address skin/hair health and care</b>		
<b>PSRB regulated practitioner who is a prescriber</b>	<b>Non- prescriber regulated by PSRB</b>	<b>Practitioner- working under supervision /oversight Non-prescriber and/or not regulated by PSRB</b>
Identify lifestyle factors amenable to change to improve skin or hair health in specific patients, e.g. extrinsic ageing due to factors including but not limited to: smoking, sun exposure, diet, sleep, product use	Identify lifestyle factors amenable to change to improve skin or hair health in specific patients, e.g. extrinsic ageing due to factors including but not limited to: smoking, sun exposure, diet, sleep, product use	Identify lifestyle factors amenable to change to improve skin health in specific patients, e.g. extrinsic ageing due to factors including but not limited to: smoking, sun exposure, diet, sleep, product use
Explore with patient(s) evidence-based information on an appropriate skin/ hair treatment plan.	Explore with patient(s) evidence-based information on an appropriate skin/hair treatment plan.	Explore with patient(s) evidence-based information on an appropriate skin/ hair treatment plan.
Assesses patient's readiness for change using an evidence based brief intervention scale, e.g. motivation/ confidence	Assesses patient's readiness for change using an evidence based brief intervention scale, e.g. motivation/ confidence	Assesses patient's readiness for change using an evidence based brief intervention scale, e.g. motivation/ confidence
Employ evidence based, motivational risk reduction/ brief intervention approaches to facilitate behaviour change for lifestyle factors	Employ evidence based, motivational risk reduction/ brief intervention approaches to facilitate behaviour change for lifestyle factors	Employ evidence based, motivational risk reduction/ brief intervention approaches to facilitate behaviour change for lifestyle factors
Evaluate patient motivation/ confidence to change post intervention	Evaluate patient motivation/ confidence to change post intervention	Evaluate patient motivation/ confidence to change post intervention or  Review and document as agreed with accountable practitioner

Implement the agreed cosmetic treatment within the agreed plan of care		
PSRB regulated practitioner who is a prescriber	Non- prescriber regulated by PSRB	Practitioner- working under supervision /oversight Non- prescriber and/or not regulated by PSRB
Review informed consent post cooling off period and ensure it is documented and signed in accordance with professional guidance	Review informed consent post cooling off period and ensure it is documented and signed in accordance with professional guidance	Review informed consent post cooling off period and ensure it is documented and has been signed by patient and accountable practitioner
Ensure patient is adequately prepared for the procedure, with opportunity to have a chaperone where requested.	Ensure patient is adequately prepared for the procedure, with opportunity to have a chaperone where requested.	Ensure patient is adequately prepared for the procedure, with opportunity to have a chaperone where requested.
Prepare appropriate equipment and environment for agreed treatment as per CPSA standards for each modality	Prepare appropriate equipment and environment for agreed treatment as per CPSA standards for each modality	Prepare appropriate equipment for agreed treatment as per CPSA standards for each modality
Demonstrate ability to identify relevant anatomical landmarks related to agreed procedure	Demonstrate ability to identify relevant anatomical landmarks related to agreed procedure	Demonstrate ability to identify relevant anatomical landmarks related to agreed procedure
Use universal infection control precautions including but not limited to; aseptic no touch technique (ANTT), handwashing and appropriate skin preparation to minimise risk of infection Demonstrate aseptic technique during administration of <ul style="list-style-type: none"> <li>Agreed treatment (see specific criteria following)</li> </ul>	Use universal infection control precautions including but not limited to; aseptic no touch technique (ANTT), handwashing and appropriate skin preparation to minimise risk of infection Demonstrate aseptic technique during administration of <ul style="list-style-type: none"> <li>Agreed treatment (see specific criteria following)</li> </ul>	Use universal infection control precautions including but not limited to aseptic no touch technique (ANTT), handwashing and appropriate skin preparation to minimise risk of infection Demonstrate aseptic technique during administration of <ul style="list-style-type: none"> <li>Agreed treatment (see specific criteria following)</li> </ul>

<p>Apply knowledge of topical local anaesthetic techniques</p> <ul style="list-style-type: none"> <li>• indications for use,</li> <li>• mode of action,</li> <li>• pharmacokinetics</li> <li>• limitations and precaution</li> </ul> <p>recognising and demonstrating ability to manage potential side effects</p>	<p>Apply knowledge of topical local anaesthetic techniques</p> <ul style="list-style-type: none"> <li>• licensing &amp; indications for use,</li> <li>• mode of action,</li> <li>• pharmacokinetics</li> <li>• limitations and precaution</li> </ul> <p>recognising and demonstrating ability to manage potential side effects</p>	<p>Apply knowledge of topical local anaesthetic techniques</p> <ul style="list-style-type: none"> <li>• licensing &amp; indications for use,</li> <li>• mode of action,</li> <li>• pharmacokinetics</li> <li>• limitations and precaution</li> </ul> <p>recognising and demonstrating ability to manage potential side effects</p>
<p>Where applicable, prescribe appropriate treatment in line with prescribing legislation and medicine management guidance (see specific criteria)</p>	<p>Where applicable, ensure an accountable prescribing practitioner has validly prescribed treatment specifically for the person requesting treatment, following a face- to- face consultation.</p>	<p>Where applicable, ensure an accountable prescribing practitioner has validly prescribed treatment specifically for the person requesting treatment following a face- to- face consultation.</p>
<p>Administer appropriate treatment (see modality specific criteria) in line with prescription and medicines management policy &amp; CPSA standards for that modality maintaining patient privacy and dignity.</p>	<p>Administer appropriate treatment (as per prescription where appropriate), to defined areas as outlined within CPSA standards and supervision matrix, acting within your sphere of competence and maintaining patient privacy and dignity</p>	<p>Administer appropriate treatment (as per prescription where appropriate), to defined areas as outlined in CPSA standards and supervision matrix acting within your sphere of competence and maintaining patient privacy and dignity.</p>
<p>Dispose of all used equipment safely and appropriately following relevant guidance</p>	<p>Dispose of all used equipment safely and appropriately following relevant guidance</p>	<p>Dispose of all used equipment safely and appropriately following relevant guidance</p>
<p>Record clearly and contemporaneously treatment provided as per professional guidance</p> <ul style="list-style-type: none"> <li>• Pre- treatment/baseline image recording</li> <li>• At treatment episode; product name, batch code, expiry date, dosage, site, technique, depth, volume</li> <li>• Device specification and treatment settings as applicable; e.g wavelength(s),</li> </ul>	<p>Record clearly and contemporaneously treatment provided as per professional guidance</p> <ul style="list-style-type: none"> <li>• Pre-treatment/baseline image recording</li> <li>• At treatment episode; product name, batch code, expiry date, dosage, site, technique, depth, volume</li> </ul>	<p>Record clearly and contemporaneously treatment provided as per CPSA guidance</p> <ul style="list-style-type: none"> <li>• Pre-treatment/baseline image recording</li> <li>• At treatment episode; product name, batch code, expiry date, dosage, site, technique, depth, volume</li> </ul>

<p>fluence/energy/power, pulse duration, pulse delay, cooling, etc.</p> <ul style="list-style-type: none"> <li>• Post treatment image recording using CPSA advised approach</li> <li>• Post treatment aftercare advice and follow up information or advice given verbally, in writing, e-mail or text.</li> </ul>	<ul style="list-style-type: none"> <li>• Device specification and treatment settings as applicable; e.g wavelength(s) fluence/energy/power, pulse duration, pulse delay, cooling, etc.</li> <li>• Post treatment image recording using CPSA advised approach</li> <li>• Post treatment aftercare advice and follow up information or advice given verbally, in writing, e-mail or text.</li> </ul>	<ul style="list-style-type: none"> <li>• Post treatment image recording using CPSA advised approach</li> <li>• Post treatment aftercare advice and follow up information or advice given verbally, in writing, e-mail or text.</li> </ul>
<p>Provide relevant advice to patients undergoing interventions to encompass;</p> <ul style="list-style-type: none"> <li>• Aftercare required</li> <li>• Recognition of complications / adverse reaction and actions to take including who to contact if you are not available</li> <li>• Importance of seeking urgent care</li> <li>• Required follow up and monitoring process</li> </ul>	<p>Provide relevant advice to patients undergoing interventions to encompass;</p> <ul style="list-style-type: none"> <li>• Aftercare required</li> <li>• Recognition of complications / adverse reaction and actions to take including who to contact</li> <li>• Importance of seeking urgent care</li> <li>• Required follow up and monitoring process</li> </ul>	<p>Provide relevant advice to patients undergoing interventions to encompass;</p> <ul style="list-style-type: none"> <li>• Aftercare required</li> <li>• Recognition of complications / adverse reaction and actions to take including who to contact</li> <li>• Importance of seeking urgent care</li> <li>• Required follow up and monitoring process</li> </ul>
<p>Recognise and differentiate between common side effects and adverse events</p>	<p>Recognise and differentiate between common side effects and adverse events</p>	<p>Recognise and report side effects and adverse events to accountable practitioner/ supervisor</p>
<p>Recognise emergency events</p> <p>Demonstrate ability to provide basic life support</p>	<p>Recognise emergency events</p> <p>Demonstrate ability to provide basic life support</p>	<p>Recognise emergency events</p> <p>Demonstrate ability to provide basic life support</p>

<p>Manage emergency /adverse events using evidence based protocols for;</p> <ul style="list-style-type: none"> <li>• Vascular occlusion</li> <li>• Necrosis</li> <li>• Allergy</li> <li>• Anaphylaxis</li> <li>• Arterial puncture</li> </ul>	<p>Contact accountable practitioner providing supervision, within the agreed timescale</p> <p>Manage emergency adverse events using evidence based protocols for;</p> <ul style="list-style-type: none"> <li>• Vascular occlusion</li> <li>• Necrosis</li> <li>• Allergy</li> <li>• Anaphylaxis</li> <li>• Arterial puncture</li> </ul>	<p>Contact accountable practitioner providing supervision, within the agreed timescale</p> <p>Follow agreed emergency protocol process until supervisor is present</p>
<p>Recognise when to seek expert /professional guidance for complications/ adverse events</p>	<p>Recognise when to seek expert /professional guidance for complications/ adverse events</p>	<p>Recognise when to seek expert /professional guidance for complications/ adverse events</p>
<p>Demonstrate knowledge/use of care pathways available in local area for management and/ or referral for complications or cosmetic emergency</p>	<p>Demonstrate knowledge/use of care pathways available in local area for management and/ or referral for complications or cosmetic emergency</p>	<p>Demonstrate knowledge/use of care pathways available in local area for management and/ or referral for complications or cosmetic emergency</p>
<p>Record and report adverse events and product safety concerns to the CPSA using agreed reporting mechanism</p> <ul style="list-style-type: none"> <li>• Yellow card system</li> <li>• Pharma company</li> <li>• Peer networks</li> </ul>	<p>Record and report adverse events and product safety concerns to the accountable practitioner providing supervision and the CPSA using agreed reporting mechanism</p> <ul style="list-style-type: none"> <li>• Yellow card system</li> <li>• Pharma company</li> <li>• Peer networks</li> </ul>	<p>Record and report adverse events and product safety concerns to the accountable practitioner providing supervision and the CPSA using agreed reporting mechanism</p>
<p>Record any queries or correspondence including</p> <ul style="list-style-type: none"> <li>• photographs received from patient</li> <li>• advice given in response to queries with timeline for action</li> </ul>	<p>Record any queries or correspondence including</p> <ul style="list-style-type: none"> <li>• photographs received from patient</li> <li>• advice given in response to queries with timeline for action</li> </ul>	<p>Record any queries or correspondence including</p> <ul style="list-style-type: none"> <li>• photographs received from patient</li> <li>• advice given in response to queries with timeline for action</li> </ul>
<p>Manage needle-stick injuries in line with national and CPSA guidance</p>	<p>Manage needle-stick injuries in line with national and CPSA guidance</p>	<p>Manage needle-stick injuries in line with national and CPSA guidance</p>

<b>Apply principles of clinical governance, audit and quality to evaluate the outcomes of clinical and non-clinical interventions</b>		
<b>PSRB regulated practitioner who is a prescriber</b>	<b>Non- prescriber regulated by PSRB</b>	<b>Practitioner- working under supervision /oversight Non- prescriber and/or not regulated by PSRB</b>
Demonstrate ability to critically review patient needs and effectiveness of planned treatment(s) against current evidence base and guidelines for practice	Demonstrate ability to critically review patient needs and effectiveness of planned treatment(s) against current evidence base and guidelines for practice	Demonstrate ability to review patient needs and effectiveness of treatment provided using current standards and guidelines for practice
Collect patient reported outcome measures (PROM) for treatments provided and use in discussion with peers/professional body to improve practice.	Collect patient reported outcome measures (PROM) for treatments provided and use in discussion with accountable practitioner providing oversight to improve practice	Collect patient reported outcome measures (PROM) for treatments provided and use in discussion with accountable practitioner providing oversight to improve practice
Amend the treatment plan appropriately in partnership with patient to improve outcomes	Amend the treatment plan appropriately in partnership with patient and accountable practitioner where appropriate to improve outcomes	Amend the treatment plan appropriately in partnership with patient and accountable practitioner
Evaluate effectiveness of treatment(s) provided <ul style="list-style-type: none"> <li>• Audit of overall treatment quality and aftercare provided for a defined number of patients/clients following CPSA guidance per modality</li> <li>• Identify issues for continuous quality improvement including review of accepted protocols</li> </ul>	Evaluate effectiveness of treatment(s) provided <ul style="list-style-type: none"> <li>• Audit of overall treatment quality and aftercare provided for a defined number of patients/clients following CPSA guidance per modality</li> <li>• Identify issues for continuous quality improvement including review of accepted protocols</li> </ul>	Evaluate effectiveness of treatment(s) provided <ul style="list-style-type: none"> <li>• Audit of overall treatment quality and aftercare provided for a defined number of patients/clients following CPSA guidance per modality</li> <li>• Identify issues for continuous quality improvement including review of accepted protocols in line with oversight requirements</li> </ul>

Engage in reflective practice with supervisor /appraiser to develop personal learning	Engage in reflective practice with supervisor /appraiser to develop personal learning	Engage in reflective practice with supervisor /appraiser to develop personal learning
Identify and address future personal and professional development and learning needs and validation requirements in line with regulatory body and CPSA requirements	Identify and address future personal and professional development and learning needs and validation requirements in line with regulatory body and CPSA requirements	Identify and address future personal and professional development and learning needs and validation requirements in line with CPSA requirements
Identify issues of concern and exercise accountability and whistleblowing requirements of PSRB and CPSA	Identify issues of concern and exercise accountability and whistleblowing requirements of PSRB and CPSA	Identify issues of concern and follow CPSA code of practice to raise concerns with relevant authority



## Specific Competencies for Each Treatment Modality

### Modality specific competencies: Temporary/semi- permanent dermal fillers

Level 7: Administer temporary/semi- permanent dermal fillers within the agreed treatment plan		
PSRB regulated practitioner who is a prescriber	Non prescriber regulated by PSRB	<b>Practitioner- working under supervision /oversight</b> <b>Non- prescriber and/or not regulated by PSRB</b> <b>At present, JCCP are not supporting entry to the register of practitioners not registered with a PSRB, such as beauty therapists, for a period of 3 years, when this will be reviewed. This is to allow relevant qualifications to be developed and delivered at level 4,5,6 to enable those currently at level 3 /4 to demonstrate academic progression. The competencies identified are to inform the development of future educational programmes.</b>
Evidence achievement of required academic entry level (minimum level 6/degree level) on relevant national framework		
Demonstrate applied knowledge of anatomy of the face including musculature, tissue planes, nerves and blood supply	Demonstrate applied knowledge of anatomy of the face including musculature, tissue planes, nerves and blood supply	Demonstrate applied knowledge of anatomy of the face including musculature, tissue planes, nerves and blood supply
Demonstrate understanding of product biochemistry/rheology for each dermal filler through explanation to assessor of the <ul style="list-style-type: none"> <li>• Mechanism of action (e.g. volumisation, collagenesis)</li> <li>• Suitability for treatment area</li> <li>• Anticipated longevity</li> <li>• Precautions and contraindications</li> </ul>	Demonstrate understanding of product biochemistry/rheology for each dermal filler through explanation to assessor of the <ul style="list-style-type: none"> <li>• Mechanism of action (e.g. volumisation, collagenesis)</li> <li>• Suitability for treatment area</li> <li>• Anticipated longevity</li> <li>• Precautions and contraindications</li> </ul>	Demonstrate understanding of product biochemistry/rheology for each dermal filler through explanation to supervisor of the <ul style="list-style-type: none"> <li>• Mechanism of action (e.g. volumisation, collagenesis)</li> <li>• Suitability for treatment area</li> <li>• Anticipated longevity</li> <li>• Precautions and contraindications</li> </ul>

Use the appropriate Summary of Product Characteristics for the chosen device, to ensure familiarity with the appropriate dose range, reconstitution, needle placement, and injection depth	Use the appropriate Summary of Product Characteristics for the chosen device, to ensure familiarity with the appropriate dose range, reconstitution, needle placement, and injection depth	Use the appropriate Summary of Product Characteristics for the chosen device, to ensure familiarity with the appropriate dose range, reconstitution, needle placement, and injection depth
Assess appropriateness of the patient for specific treatment (see core competencies)	Assess appropriateness of the patient for specific treatment (see core competencies)	Assess appropriateness of the patient for specific treatment (see core competencies)
<p>Explain, as part of informed and valid consent, the risks and benefits associated with dermal fillers:</p> <ul style="list-style-type: none"> <li>• Pain</li> <li>• Bleeding</li> <li>• Inflammation</li> <li>• Infection</li> <li>• Blindness</li> <li>• Vascular occlusion</li> <li>• Anaphylaxis</li> <li>• Hypersensitivity</li> <li>• Granuloma</li> <li>• Biofilm</li> <li>• Bruising</li> </ul>	<p>Explain, as part of informed and valid consent, the risks and benefits associated with dermal fillers:</p> <ul style="list-style-type: none"> <li>• Pain</li> <li>• Inflammation</li> <li>• Bleeding</li> <li>• Infection</li> <li>• Blindness</li> <li>• Vascular occlusion</li> <li>• Anaphylaxis</li> <li>• Hypersensitivity</li> <li>• Granuloma</li> <li>• Biofilm</li> <li>• Bruising</li> </ul>	<p>Explain, as part of informed and valid consent, the risks and benefits associated with dermal fillers:</p> <ul style="list-style-type: none"> <li>• Pain</li> <li>• Bleeding</li> <li>• Inflammation</li> <li>• Infection</li> <li>• Blindness</li> <li>• Vascular occlusion</li> <li>• Anaphylaxis</li> <li>• Hypersensitivity</li> <li>• Granuloma</li> <li>• Biofilm</li> <li>• Bruising</li> </ul>
<p>Assess facial characteristics and plan and administer treatment appropriate to</p> <ul style="list-style-type: none"> <li>• Patient medical history</li> <li>• patient's anatomy</li> <li>• ethnicity</li> <li>• gender</li> <li>• intrinsic and extrinsic ageing factors</li> <li>• skin type</li> </ul>	<p>Assess facial characteristics and administer planned treatment appropriate to</p> <ul style="list-style-type: none"> <li>• Patient medical history</li> <li>• patient's anatomy</li> <li>• ethnicity</li> <li>• gender</li> <li>• intrinsic and extrinsic ageing factors</li> <li>• skin type</li> </ul>	<p>Assess facial characteristics and administer planned treatment appropriate to</p> <ul style="list-style-type: none"> <li>• Patient medical history</li> <li>• patient's anatomy</li> <li>• ethnicity</li> <li>• gender</li> <li>• intrinsic and extrinsic ageing factors</li> <li>• skin type</li> </ul>

<p>Minimise risk through</p> <ul style="list-style-type: none"> <li>Identifying and avoiding danger zones appropriate to procedure</li> <li>Using prick testing or patch testing</li> </ul>	<p>Minimise risk through</p> <ul style="list-style-type: none"> <li>Identifying and avoiding danger zones appropriate to procedure</li> <li>Using prick testing or patch testing</li> </ul>	<ul style="list-style-type: none"> <li>Minimise risk through</li> <li>Identifying and avoiding danger zones appropriate to procedure</li> <li>Using prick testing or patch testing</li> </ul>
<p>Apply all medicines legislation, particularly those unlicensed for cosmetic use or whose use is “off label”, including manufacturer’s instructions on storage, administration and disposal of medicines</p>	<p>Apply all medicines legislation, particularly those unlicensed for cosmetic use or whose use is “off label”, including manufacturer’s instructions on storage, administration and disposal of medicines</p>	<p>Apply all medicines legislation working under the direction and supervision of an accountable practitioner</p>
<p>Select and demonstrate safe and appropriate injection techniques using both needle and cannula methods for the treatment of lines, contouring and facial volume loss, using temporary dermal fillers</p> <p><b>These may include;</b></p> <p>Midface</p> <ul style="list-style-type: none"> <li>Nasolabial lines</li> <li>Zygomatic</li> </ul> <p>Lower face</p> <ul style="list-style-type: none"> <li>Marionette lines</li> <li>Peri-oral lines</li> <li>Lip line</li> <li>Lip volumisation</li> </ul>	<p>Select and demonstrate safe and appropriate injection techniques using both needle and cannula methods for the treatment of lines, contouring and facial volume loss, using temporary dermal fillers.</p> <p><b>These may include;</b></p> <p>Midface</p> <ul style="list-style-type: none"> <li>Nasolabial lines</li> <li>Zygomatic</li> </ul> <p>Lower face</p> <ul style="list-style-type: none"> <li>Marionette lines</li> <li>Peri oral lines</li> <li>Lip line</li> <li>Lip volumisation</li> </ul>	<p>Select and demonstrate safe and appropriate injection techniques using both needle and cannula methods for the treatment of superficial and fine lines, using temporary dermal fillers.</p>
<p>Undertake and log as per CPSA guidance</p> <ul style="list-style-type: none"> <li>a minimum of 10 observed cases</li> <li>a <b>minimum</b> of 10 supervised cases</li> </ul> <p><b>Specific programmes should state explicitly which areas are taught and assessed. Practitioners who achieve these competencies and wish to extend and</b></p>	<p>Undertake and log as per CPSA guidance</p> <ul style="list-style-type: none"> <li>a minimum of 10 observed cases</li> <li>a <b>minimum</b> of 10 supervised cases</li> </ul> <p><b>Specific programmes should state explicitly which areas are taught and assessed. Practitioners who have achieved these competencies, and wish to extend and</b></p>	

<p><b>advance their scope of practice with temporary or semi-permanent dermal fillers, should do so through access to appropriate education and supervised practice.</b></p>	<p><b>advance their practice with the use of temporary and/or semi-permanent dermal fillers, should successfully complete an accredited non- medical prescribing programme.</b></p>	
<p>Record details of treatment provided including brand, lot/batch number, expiry date, product, diluent, filler type, volume injected, needle or cannula administration, additional products /medicines injected</p>	<p>Record details of treatment provided including brand, lot/batch number, expiry date, product, diluent, filler type, volume injected, needle or cannula administration, additional products /medicines injected</p>	<p>Record details of treatment provided including brand, lot/batch number, expiry date, product, diluent, filler type, volume injected, needle or cannula administration, additional products /medicines injected</p>
<p>Recognise emergency/adverse events associated with dermal fillers injections</p> <p>Demonstrate ability to provide basic life support</p> <p>Manage emergency /adverse events using evidence based protocols</p> <ul style="list-style-type: none"> <li>• Vascular occlusion</li> <li>• Necrosis</li> <li>• Allergy</li> <li>• Anaphylaxis</li> <li>• Arterial puncture</li> </ul>	<p>Recognise emergency/adverse events associated with dermal filler injections</p> <p>Demonstrate ability to provide basic life support</p> <p>Manage emergency /adverse events with support of accountable practitioner using evidence based protocols</p> <ul style="list-style-type: none"> <li>• Vascular occlusion</li> <li>• Necrosis</li> <li>• Allergy</li> <li>• Anaphylaxis</li> <li>• Arterial puncture</li> </ul>	<p>Recognise emergency/adverse events associated with dermal filler injections</p> <p>Demonstrate ability to provide basic life support</p> <p>Manage emergency /adverse events with support of accountable practitioner using evidence based- protocols</p> <ul style="list-style-type: none"> <li>• Vascular occlusion</li> <li>• Necrosis</li> <li>• Allergy</li> <li>• Anaphylaxis</li> <li>• Arterial puncture</li> </ul>
<p>Demonstrate appropriate and effective use of hyaluronidase in the management of complications</p>	<p>Demonstrate understanding of the appropriate and effective use of hyaluronidase in the management of complications and the importance of rapid access to an accountable prescribing practitioner</p>	<p>Demonstrate understanding of the appropriate and effective use of hyaluronidase in the management of complications and the importance of rapid access to an accountable prescribing practitioner</p>

Agree an appropriate follow up plan with patient	Agree an appropriate follow up plan with patient and accountable practitioner	Agree an appropriate follow up plan with patient and accountable practitioner
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## Modality specific competencies: Botulinum Toxin

Level 7: Administer botulinum toxin within the agreed treatment plan		
PSRB regulated practitioner who is a prescriber	Non prescriber regulated by PSRB	Practitioner- working under supervision /oversight Non prescriber and/or not regulated by PSRB <b>At present, JCCP are not supporting entry to the register of practitioners not registered with a PSRB, such as beauty therapists, for a period of 3 years, when this will be reviewed. This is to allow relevant qualifications to be developed and delivered at level 4,5,6 to enable academic progression . As such, these competencies are provided only to inform education providers developing awards for the future</b>
Evidence achievement of required academic entry level (minimum degree level) on relevant national framework	Evidence achievement of required academic entry level (minimum degree level) on relevant national framework	Evidence achievement of required academic entry level (minimum degree level) on relevant national framework
Demonstrate applied knowledge of anatomy & physiology of the face including <ul style="list-style-type: none"> <li>• the muscles of facial expression</li> <li>• tissue planes,</li> <li>• nerves</li> <li>• blood supply</li> </ul>	Demonstrate applied knowledge of anatomy & physiology of the face including <ul style="list-style-type: none"> <li>• the muscles of facial expression</li> <li>• tissue planes,</li> <li>• nerves</li> <li>• blood supply</li> </ul>	Demonstrate applied knowledge of anatomy & physiology of the face including <ul style="list-style-type: none"> <li>• the muscles of facial expression</li> <li>• tissue planes,</li> <li>• nerves</li> <li>• blood supply</li> </ul>
Demonstrate understanding of the pharmacology of different Botulinum Toxin products through explanation to supervisor of	Demonstrate understanding of the pharmacology of different Botulinum Toxin products through explanation to supervisor of	Demonstrate understanding of the pharmacology of different Botulinum

<ul style="list-style-type: none"> <li>• Mechanism of action</li> <li>• Suitability for treatment area</li> <li>• Anticipated longevity</li> <li>• Precautions and contraindications</li> <li>• Storage</li> <li>• Reconstitution</li> <li>• Unit equivalence</li> <li>• Dosage</li> <li>• Management of spillages/excess product</li> <li>• Safe disposal</li> </ul>	<ul style="list-style-type: none"> <li>• Mechanism of action</li> <li>• Suitability for treatment area</li> <li>• Anticipated longevity</li> <li>• Precautions and contraindications</li> <li>• Storage</li> <li>• Reconstitution</li> <li>• Unit equivalence</li> <li>• Dosage</li> <li>• Management of spillages/excess product</li> <li>• Safe disposal</li> </ul>	<p>Toxin products through explanation to supervisor of</p> <ul style="list-style-type: none"> <li>• Mechanism of action</li> <li>• Suitability for treatment area</li> <li>• Anticipated longevity</li> <li>• Precautions and contraindications</li> <li>• Storage</li> <li>• Reconstitution</li> <li>• Unit equivalence</li> <li>• Dosage</li> <li>• Management of spillages/excess product</li> <li>• Safe disposal</li> </ul>
<p>Identify the appropriate Summary of Product Characteristics (SPC) for the chosen drug, to ensure familiarity with the appropriate dose range, reconstitution, needle placement, and injection depth</p>	<p>Identify the appropriate Summary of Product Characteristics for the chosen drug, to ensure familiarity with the appropriate dose range, reconstitution, needle placement, and injection depth</p>	<p>Identify the appropriate Summary of Product Characteristics for the chosen drug, to ensure familiarity with the appropriate dose range, reconstitution, needle placement, and injection depth</p>
<p>Assess appropriateness of the patient for specific treatment (see core competencies)</p>	<p>Ensure the accountable practitioner providing supervision has assessed the patient's suitability for treatment</p>	<p>Ensure the accountable practitioner providing supervision has assessed the patient's suitability for treatment</p>
<p>Record pre-procedure images as per CPSA guidelines with consent</p>	<p>Record pre-procedure images as per CPSA guidelines with consent</p>	<p>Record pre- procedure images as per CPSA guidelines with consent</p>
<p>Explain as part of informed and valid consent the risks and benefits associated with botulinum toxin injections as per the SPC, including but not limited to;</p> <ul style="list-style-type: none"> <li>• Mild transient symptoms to upper face, neck</li> </ul>	<p>Ensure the accountable prescribing practitioner has explained as part of informed and valid consent the risks and benefits associated with botulinum toxin injections as per the SPC, including but not limited to;</p> <ul style="list-style-type: none"> <li>• Mild transient symptoms to upper face, neck</li> </ul>	<p>Ensure the accountable prescribing practitioner has explained as part of informed and valid consent the risks and benefits associated with botulinum toxin injections as per the SPC, including but not limited to;</p> <ul style="list-style-type: none"> <li>• Mild transient symptoms to upper face, neck</li> </ul>

<ul style="list-style-type: none"> <li>• Moderate transient symptoms or impairment to periorcular or perioral area</li> <li>• Systemic toxic effect which may be life threatening</li> </ul>	<ul style="list-style-type: none"> <li>• Moderate transient symptoms or impairment to periorcular or perioral area</li> <li>• Systemic toxic effect which may be life threatening</li> </ul>	<ul style="list-style-type: none"> <li>• Moderate transient symptoms or impairment to periorcular or perioral area</li> <li>• Systemic toxic effect which may be life threatening</li> </ul>
<p>Apply all medicines legislation to the prescription of botulinum toxins (particularly those unlicensed for cosmetic use or whose use is “off label”), including defensible decision-making drawing upon best evidence and manufacturer’s instructions on storage, administration and disposal of medicines.</p>	<p>Administer botulinum toxin as prescribed working within your sphere of competence</p>	<p>Administer botulinum toxin as prescribed working within your sphere of competence</p>
<p>Demonstrate safe and appropriate injection technique in line with; product characteristics, licenced and off license indications of available botulinum toxins for the treatment of, or intervention in:</p> <ul style="list-style-type: none"> <li>• Dynamic rhytides of the face caused by the action of glabellar complex, the frontalis, and the orbicularis oculi</li> <li>• Compensatory mechanisms for lifting or lowering eyebrow</li> </ul> <p>Undertake and log as per CPSA guidance</p> <ul style="list-style-type: none"> <li>• a minimum of 10 observed cases</li> <li>• a <b>minimum</b> of 10 supervised cases</li> </ul> <p><b>Specific programmes should state explicitly which areas are taught and assessed.</b></p>	<p>Demonstrate safe and appropriate injection technique in line with; product characteristics, licenced and off license indications of available botulinum toxins for the treatment of, or intervention in:</p> <ul style="list-style-type: none"> <li>• Dynamic rhytides of the face caused by the action of glabellar complex, the frontalis, and the orbicularis oculi</li> <li>• Compensatory mechanisms for lifting or lowering eyebrows</li> </ul> <p>Undertake and log as per CPSA guidance</p> <ul style="list-style-type: none"> <li>• a minimum of 10 observed cases</li> <li>• a <b>minimum</b> of 10 supervised cases</li> </ul> <p><b>Specific programmes should state explicitly which areas are taught and assessed.</b></p>	<p>Demonstrate safe and appropriate injection technique in line with; product characteristics, for licenced indications of available botulinum toxins for the treatment of, or intervention in :</p> <ul style="list-style-type: none"> <li>• Dynamic rhytides of the face caused by the action of glabellar complex, the frontalis, and the orbicularis oculi</li> <li>• Compensatory mechanisms for lifting or lowering eyebrows</li> </ul> <p>Undertake and log as per CPSA guidance</p> <ul style="list-style-type: none"> <li>• a minimum of 10 observed cases</li> <li>• a <b>minimum</b> of 10 supervised cases</li> </ul>



<b>Practitioners who have achieved these competencies, and wish to extend and advance their practice with the use of Botulinum Toxin, should undertake appropriate education and supervised practice.</b>	<b>Practitioners who have achieved these competencies, and wish to extend and advance their practice with the use of Botulinum Toxin, should undertake a non-medical prescribing programme.</b>	
Record details of treatment provided for each patient including skin preparation, anatomical site, product, brand, lot/batch number, expiry date, dose, diluent used, date and time of treatment, prescribing and administering practitioner, adverse effects and after care and follow up instructions given.	Record details of treatment provided for each patient including skin preparation, anatomical site, product, brand, lot/batch number, expiry date, dose, diluent used, date and time of treatment, prescribing and administering practitioner, adverse effects and after care and follow up instructions given.	Record details of treatment provided for each patient including skin preparation, anatomical site, product, brand, lot/batch number, expiry date, dose, diluent used, date and time of treatment, prescribing and administering practitioner, adverse effects and after care and follow up instructions given.
Record post procedure images as per CPSA guidelines with consent	Record post procedure images as per CPSA guidelines with consent	Record post procedure images as per CPSA guidelines with consent
Provide clear aftercare instructions detailing specific complications of injections and botulinum toxin treatment and what to do if they occur	Provide clear aftercare instructions detailing specific complications of injections and botulinum toxin treatment and what to do if they occur	Provide clear aftercare instructions detailing specific complications of injections and botulinum toxin treatment and what to do if they occur
Recognise emergency/adverse events associated with botulinum toxin	Recognise emergency/adverse events associated with botulinum toxin	Recognise emergency/adverse events associated with botulinum toxin
Demonstrate ability to provide basic life support	Demonstrate ability to provide basic life support	Demonstrate ability to provide basic life support
Manage emergency /adverse events using evidence- based protocols	Manage emergency /adverse events under guidance of accountable practitioner /supervisor using evidence-based protocols	Manage emergency /adverse events under guidance of accountable practitioner /supervisor using evidence-based protocols
Review efficacy and outcome of treatment at follow up appointment and correct asymmetry where required, taking further images with	Review efficacy and outcome of treatment at follow up appointment and correct asymmetry, where required, taking further	Review efficacy and outcome of treatment at follow up appointment and correct asymmetry, where required,

patient consent ensuring that 'review' treatment where required is administered within 4 weeks of original treatment	images with patient consent ensuring that 'review' treatment where required is administered within 4 weeks of original treatment	taking further images with patient consent ensuring that 'review' treatment where required is administered within 4 weeks of original treatment
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## Modality specific competencies: Laser, Light & Energy Based Therapies

<b>Provide Level 4 Laser, Light &amp; Energy Based Therapies (LLEBT) within the agreed treatment plan</b>		
1. Laser and light based hair reduction (HR) (excluding treatments within the periorbital region) 2. Non-ablative laser and light based skin rejuvenation including sun induced benign dyschromia (excluding treatments within the periorbital region)		
<b>PSRB regulated practitioner who is a prescriber</b>	<b>Non- prescriber regulated by PSRB</b>	<b>Practitioner- working under supervision /oversight</b>  <b>Non- prescriber and/or not regulated by PSRB</b>
Evidence achievement of required academic entry level (minimum level 3) on relevant national framework (AND Laser/Light Core of Knowledge Certificate, with device specific manufacturer/industry training (where applicable)		
Demonstrate applied knowledge of the skin anatomy and physiology in relation to assessing suitability for laser, light and energy-based interventions, in particular <ul style="list-style-type: none"> <li>selective photothermolysis,</li> <li>light-tissue interactions,</li> <li>identification of generalised photodamage including: basic dermatology (ABCDE),</li> </ul>	Demonstrate applied knowledge of the skin anatomy and physiology in relation to assessing suitability for laser, light and energy-based interventions, in particular <ul style="list-style-type: none"> <li>selective photothermolysis,</li> <li>light-tissue interactions,</li> <li>identification of generalised photodamage including: basic dermatology (ABCDE),</li> </ul>	Demonstrate applied knowledge of the skin anatomy and physiology in relation to assessing suitability for laser, light and energy-based interventions, in particular <ul style="list-style-type: none"> <li>selective photothermolysis,</li> <li>light-tissue interactions,</li> <li>identification of generalised photodamage including: basic dermatology (ABCDE),5</li> </ul>
Assess the patient and presenting condition/skin lesions to deliver appropriate treatment according to: <ul style="list-style-type: none"> <li>patient medical history, risk factors and psychological factors, (e.g. BDD, OCD)</li> <li>presenting indications and contraindications</li> <li>skin phenotype accounting for ethnic factors that may influence clinical outcomes</li> </ul>	Assess the patient and presenting condition/skin lesions to deliver appropriate treatment according to: <ul style="list-style-type: none"> <li>patient medical history, risk factors and psychological factors, (e.g. BDD, OCD)</li> <li>presenting indications and contraindications</li> <li>skin phenotype accounting for ethnic factors that may influence clinical outcomes</li> </ul>	Assess the patient and presenting condition/skin lesions to deliver appropriate treatment according to: <ul style="list-style-type: none"> <li>patient medical history, risk factors and psychological factors, (e.g. BDD, OCD)</li> <li>presenting indications and contraindications</li> <li>skin phenotype accounting for ethnic factors that may influence clinical outcomes</li> </ul>

<ul style="list-style-type: none"> <li>• intrinsic and extrinsic aging factors</li> <li>• presenting lesion or skin conditions</li> <li>• anatomical site of treatment</li> </ul>	<ul style="list-style-type: none"> <li>• intrinsic and extrinsic aging factors</li> <li>• presenting lesion or skin conditions</li> <li>• anatomical site of treatment</li> </ul>	<ul style="list-style-type: none"> <li>• intrinsic and extrinsic aging factors</li> <li>• anatomical site of treatment</li> </ul>
<p>Identify those lesions</p> <ul style="list-style-type: none"> <li>• suitable for treatment,</li> <li>• within the planned treatment area requiring avoidance,</li> <li>• requiring referral as per CPSA guidance.</li> </ul>	<p>Identify those lesions</p> <ul style="list-style-type: none"> <li>• suitable for treatment,</li> <li>• within the planned treatment area requiring avoidance,</li> <li>• requiring referral as per CPSA guidance.</li> </ul>	<p>Identify those lesions</p> <ul style="list-style-type: none"> <li>• suitable for treatment,</li> <li>• within the planned treatment area requiring avoidance,</li> <li>• requiring referral as per CPSA guidance.</li> </ul>
<p>Explain as part of informed and valid consent, the risks and benefits of laser, light and energy-based treatments, including but not limited to:</p> <ul style="list-style-type: none"> <li>• lack of efficacy of treatment</li> <li>• burns</li> <li>• blisters</li> <li>• bruising</li> <li>• pigmentary changes</li> <li>• crusting</li> <li>• scarring</li> <li>• oozing/weeping</li> <li>• alternative treatment options, including option to do nothing</li> </ul>	<p>Explain as part of informed and valid consent, the risks and benefits of laser, light and energy-based treatments, including but not limited to:</p> <ul style="list-style-type: none"> <li>• lack of efficacy of treatment</li> <li>• burns</li> <li>• blisters</li> <li>• bruising</li> <li>• pigmentary changes</li> <li>• crusting</li> <li>• scarring</li> <li>• oozing/weeping</li> <li>• alternative treatment options, including option to do nothing</li> </ul>	<p>Explain as part of informed and valid consent, the risks and benefits of laser, light and energy-based treatments, including but not limited to:</p> <ul style="list-style-type: none"> <li>• lack of efficacy of treatment</li> <li>• burns</li> <li>• blisters</li> <li>• bruising</li> <li>• pigmentary changes</li> <li>• crusting</li> <li>• scarring</li> <li>• oozing/weeping</li> <li>• alternative treatment options, including option to do nothing</li> </ul>
<p>Inform the patient of:</p> <ul style="list-style-type: none"> <li>• cooling off policy as per CPSA overarching principles</li> <li>• treatment on day of consultation being subject to informed consent, photography and patch test revealing no adverse skin reaction/events</li> </ul>	<p>Inform the patient of:</p> <ul style="list-style-type: none"> <li>• cooling off policy as per CPSA overarching principles</li> <li>• treatment on day of consultation being subject to informed consent, photography and patch test revealing no adverse skin reaction/events</li> </ul>	<p>Inform the patient of:</p> <ul style="list-style-type: none"> <li>• cooling off policy as per CPSA overarching principles</li> <li>• treatment on day of consultation being subject to informed consent, photography and patch test revealing no adverse skin reaction/events</li> </ul>
<p>Record pre-procedure images as per CPSA guidelines with explicit patient consent and</p>	<p>Record pre-procedure images as per CPSA guidelines with explicit patient consent and</p>	<p>Record pre-procedure images as per CPSA guidelines with explicit patient consent and</p>

explanation as to use, storage and retrieval of images in accordance with GDPR.	explanation as to use, storage and retrieval of images in accordance with GDPR.	explanation as to use, storage and retrieval of images in accordance with GDPR.
Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA guidance	Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA guidance	Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA guidance
<p>Minimise risk of adverse treatment effects through:</p> <ul style="list-style-type: none"> <li>• identifying contraindications to treatment</li> <li>• cleansing and preparing the treatment area prior to treatment</li> <li>• using patch testing where appropriate</li> <li>• delivering treatments in accordance with the approved treatment protocol</li> <li>• cooling and applying post care procedures as per medical treatment protocol</li> </ul>	<p>Minimise risk of adverse treatment effects through:</p> <ul style="list-style-type: none"> <li>• identifying contraindications to treatment</li> <li>• cleansing and preparing the treatment area prior to treatment</li> <li>• using patch testing where appropriate</li> <li>• delivering treatments in accordance with the approved treatment protocol</li> <li>• cooling and applying post care procedures as per medical treatment protocol</li> </ul>	<p>Minimise risk of adverse treatment effects through:</p> <ul style="list-style-type: none"> <li>• identifying contraindications to treatment</li> <li>• cleansing and preparing the treatment area prior to treatment</li> <li>• using patch testing where appropriate</li> <li>• delivering treatments in accordance with the approved treatment protocol</li> <li>• cooling and applying post care procedures as per medical treatment protocol</li> </ul>
<p>Minimise risk to patient and practitioner arising from device/equipment incidents through:</p> <ul style="list-style-type: none"> <li>• Working in an approved Laser/Light Controlled Area</li> <li>• Working in accordance with Local Rules</li> <li>• Adhering to laser/light safety measures in according with MHRA, BMLA and CPSA guidelines</li> </ul>	<p>Minimise risk to patient and practitioner arising from device/equipment incidents through:</p> <ul style="list-style-type: none"> <li>• Working in an approved Laser/Light Controlled Area</li> <li>• Working in accordance with Local Rules</li> <li>• Adhering to laser/light safety measures in according with MHRA, BMLA and CPSA guidelines</li> </ul>	<p>Minimise risk to patient and practitioner arising from device/equipment incidents through:</p> <ul style="list-style-type: none"> <li>• Working in an approved Laser/Light Controlled Area</li> <li>• Working in accordance with Local Rules</li> <li>• Adhering to laser/light safety measures in according with MHRA, BMLA and CPSA guidelines</li> </ul>

Record post-procedure images as per CPSA guidelines with consent	Record post-procedure images as per CPSA guidelines with consent	Record post-procedure images as per CPSA guidelines with consent
Provide clear aftercare instructions detailing specific complications of laser, light and energy-based devices, how to recognise them and what to do if they occur	Provide clear aftercare instructions detailing specific complications of laser, light and energy-based devices, how to recognise them and what to do if they occur	Provide clear aftercare instructions detailing specific complications of laser, light and energy-based devices, how to recognise them and what to do if they occur
<p>Manage emergency /adverse events using evidence-based protocols for treatment of:</p> <ul style="list-style-type: none"> <li>• burns</li> <li>• blisters</li> <li>• bruising</li> <li>• pigmentary changes</li> <li>• crusting</li> <li>• scarring</li> <li>• oozing/weeping</li> </ul>	Manage emergency /adverse events under guidance of suitably experienced/qualified practitioner /supervisor using evidence-based protocols	Manage emergency /adverse events under guidance of suitably experienced/qualified practitioner /supervisor using evidence-based protocols

## Provide Level 5 Laser, Light and Energy Based Therapies (LLEBT) within the Agreed Treatment Plan

1. Laser tattoo removal (LTR) – excluding treatments within the periorbital region)
2. Laser, light, energy based treatment of benign vascular lesions (excluding treatments within the periorbital region and those where purpura is desired endpoint, or doubt over diagnosis)

PSRB regulated practitioner who is a prescriber	Non- prescriber regulated by PSRB	Practitioner- working under supervision /oversight Non- prescriber and/or not regulated by PSRB
Evidence achievement of required academic entry level (minimum level 4) on relevant national framework AND Laser/Light Core of Knowledge Certificate, device specific manufacturer/industry training (where applicable).		
<p>Demonstrate applied knowledge of the skin anatomy and physiology in relation to laser, light and energy- based interventions, in particular:</p> <ul style="list-style-type: none"> <li>• basic dermatology (ABCDE),</li> <li>• identification of lesions within the planned treatment area requiring avoidance,</li> <li>• those suitable for treatment and those requiring referral as per CPSA guidance,</li> <li>• identification of tattoo types (professional, amateur, medical, traumatic)</li> <li>• benign vascular lesions,</li> <li>• selective photothermolysis, depth of penetration and light tissue interactions</li> </ul>		
<p>Explain as part of informed and valid consent, the risks and benefits of laser, light and energy-based treatments, including but not limited to:</p> <ul style="list-style-type: none"> <li>• lack of efficacy of treatment</li> <li>• burns</li> <li>• blisters</li> <li>• bruising</li> <li>• pigmentary changes</li> <li>• crusting</li> <li>• scarring</li> <li>• oozing/weeping</li> </ul> <p>alternative treatment options, including option to do nothing</p>		
<p>Inform the patient of:</p> <ul style="list-style-type: none"> <li>• cooling off policy as per CPSA overarching principles</li> <li>• treatment on day of consultation being subject to informed consent, photography and patch test revealing no adverse skin reaction/events</li> </ul>		

Record pre-procedure images as per CPSA guidelines with explicit consent and explanation as to use, storage and retrieval of images in accordance with GDPR.

Assess the patient and presenting condition/skin lesions in order to deliver appropriate treatment according to:

- patient medical history, risk factors and psychological factors, (e.g. BDD, OCD)
- presenting indications and contraindications (e.g. age/colour(s)/depth/site of tattoo)
- skin phenotype accounting for ethnic factors that may influence clinical outcomes
- intrinsic and extrinsic aging factors
- presenting lesion or skin conditions identifying where applicable pigmented lesions requiring referral to suitably trained clinician
- anatomical site of treatment

- Minimise risk of adverse treatment effects through:
- identifying contraindications to treatment
- cleansing and preparing the treatment area prior to treatment
- using patch testing where appropriate
- delivering treatments in accordance with the approved treatment protocol
- cooling and applying post care procedures as per medical treatment protocol

- Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA guidance.

- Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA guidance subject to administration of topical anaesthetic by prescribing clinician

- Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA guidance subject to administration of topical anaesthetic by prescribing clinician

Minimise risk to patient and practitioner arising from device/equipment incidents through:

- Working in an approved Laser/Light Controlled Area
- Working in accordance with Local Rules
- Adhering to laser/light safety measures in according with MHRA, BMLA and CPSA guidelines

Record post-procedure images as per CPSA guidelines with consent



Provide clear aftercare instructions detailing specific complications of laser, light and energy- based devices, how to recognise them and what to do if they occur

Provide clear aftercare instructions detailing follow up treatment intervals and frequency, including practitioner/clinic emergency contact details.

Manage emergency /adverse events using evidence- based protocols for treatment of:

- burns
- blisters
- bruising
- pigmentary changes
- crusting
- scarring
- oozing/weeping

Manage emergency /adverse events under guidance of suitably experienced/qualified practitioner/supervisor using evidence- based protocols.

Manage emergency /adverse events under guidance of suitably experienced/qualified practitioner/supervisor using evidence- based protocols.

## Provide Level 6 Laser, Light and Energy Based Therapies (LLEBT) within the Agreed Treatment Plan

1. Fractional ablative therapies (defined as deep/fully ablative beyond epidermal/dermal barrier)
2. Treatment of generalised and discrete pigmented lesions

**PSRB regulated practitioner who is a prescriber**

**Non- prescriber regulated by PSRB**

**Practitioner- working under supervision /oversight  
Non- prescriber and/or not regulated by PSRB**

Evidence achievement of required academic entry level (minimum level 5) on relevant national framework AND Laser/Light Core of Knowledge Certificate AND device specific manufacturer/industry training

Demonstrate applied knowledge of the skin anatomy and physiology in relation to laser, light and energy- based interventions, in particular:

- basic dermatology (ABCDE),
- identification of lesions within the planned treatment area requiring avoidance, those suitable for treatment and those requiring referral as per CPSA guidance,
- selective photothermolysis, depth of penetration and light tissue interactions

Explain as part of informed and valid consent, the risks and benefits of laser, light and energy- based treatments, including but not limited to:

- lack of efficacy of treatment
- burns
- blisters
- bruising
- pigmentary changes
- crusting
- scarring
- oozing/weeping

alternative treatment options, including option to do nothing

Inform the patient of:

- cooling off policy as per CPSA overarching principles
- treatment on day of consultation being subject to informed consent, photography and patch test revealing no adverse skin reaction/events

Record pre-procedure images as per CPSA guidelines with explicit consent and explanation as to use, storage and retrieval of images in accordance with GDPR.

Assess the patient and presenting condition/skin lesions in order to deliver appropriate treatment according to:

<ul style="list-style-type: none"> <li>• patient medical history, risk factors and psychological factors, (e.g. BDD, OCD)</li> <li>• presenting indications and contraindications</li> <li>• skin phenotype accounting for ethnic factors that may influence clinical outcomes</li> <li>• intrinsic and extrinsic aging factors</li> <li>• presenting lesion or skin conditions identifying where applicable, lesions that require referral to suitably trained clinician</li> <li>• anatomical site of treatment</li> </ul>		
Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA guidance. Fractional ablative treatment near the neck subject to CPSA guidance	Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA subject to administration of topical anaesthetic by prescribing clinician guidance and/or clinical oversight.	Select and demonstrate safe and appropriate treatment delivery for treatment of different anatomical sites in accordance with BMLA Essential Standards (Std 1) and CPSA subject to administration of topical anaesthetic by prescribing clinician guidance and/or clinical oversight.
<p>Minimise risk of adverse treatment effects through:</p> <ul style="list-style-type: none"> <li>• identifying contraindications to treatment</li> <li>• cleansing and preparing the treatment area prior to treatment</li> <li>• using patch testing where appropriate</li> <li>• delivering treatments in accordance with the approved treatment protocol</li> <li>• cooling and applying post care procedures as per medical treatment protocol</li> </ul>		
<p>Minimise risk to patient and practitioner arising from device/equipment incidents through:</p> <ul style="list-style-type: none"> <li>• Working in an approved Laser/Light Controlled Area</li> <li>• Working in accordance with Local Rules</li> <li>• Adhering to laser/light safety measures in according with MHRA, BMLA and CPSA guidelines</li> </ul>		
Record post-procedure images as per CPSA guidelines with consent		
Provide clear aftercare instructions detailing specific complications of laser, light and energy- based devices, how to recognise them and what to do if they occur		
Provide clear aftercare instructions detailing follow up treatment intervals and frequency, including practitioner/clinic emergency contact details.		
Manage emergency /adverse events, including prescription for antibiotics (where	Manage emergency /adverse events under guidance of suitably experienced/qualified practitioner or	Manage emergency /adverse events under guidance of suitably experienced/qualified practitioner or prescriber for use of antibiotics

appropriate) using evidence- based protocols for treatment of: <ul style="list-style-type: none"><li>• burns</li><li>• blisters</li><li>• bruising</li><li>• pigmentary changes</li><li>• crusting</li><li>• scarring</li><li>• oozing/weeping</li></ul>	prescriber for use of antibiotics (where appropriate) using evidence- based protocols	(where appropriate) using evidence- based protocols
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**Provide Level 7 Laser, Light and Energy Based Therapies (LLEBT) within the Agreed Treatment Plan**

1. Fully ablative skin treatments
2. Any treatments within the periorbital rim

**PSRB regulated practitioner who is a prescriber**

**Non- prescriber regulated by PSRB**

**Practitioner- working under supervision /oversight  
Non- prescriber and/or not regulated by PSRB**

Evidence achievement of required academic entry level (minimum level 6) on relevant national framework AND Laser/Light Core of Knowledge Certificate AND device specific manufacturer/industry training.

Demonstrate applied knowledge of the skin anatomy and physiology in relation to laser, light and energy-based interventions, in particular: basic dermatology (ABCDE), identification of lesions within the planned treatment area requiring avoidance, those suitable for treatment and those requiring referral as per CPSA guidance, selective photothermolysis, depth of penetration and light tissue interactions, wound healing

Explain as part of informed and valid consent, the risks and benefits of laser, light and energy-based treatments, including but not limited to:

- lack of efficacy of treatment
- burns
- blisters
- bruising
- pigmentary changes
- crusting
- scarring
- oozing/weeping

alternative treatment options, including option to do nothing

Inform the patient of:

- cooling off policy as per CPSA overarching principles
- treatment on day of consultation being subject to informed consent, photography and patch test revealing no adverse skin reaction/events

Record pre-procedure images as per CPSA guidelines with explicit consent and explanation as to use, storage and retrieval of images in accordance with GDPR.

<p>Assess the patient and presenting condition/skin lesions to inform appropriate treatment according to:</p> <ul style="list-style-type: none"> <li>• patient medical history, risk factors and psychological factors, (e.g. BDD, OCD)</li> <li>• presenting indications and contraindications</li> <li>• skin phenotype accounting for ethnic factors that may influence clinical outcomes</li> <li>• intrinsic and extrinsic aging factors</li> <li>• presenting lesion or skin conditions identifying where applicable, lesions that require referral to suitably trained clinician</li> <li>• anatomical site of treatment</li> </ul>	<p>Assess the patient and presenting condition/skin lesions to inform appropriate treatment according to:</p> <ul style="list-style-type: none"> <li>• patient medical history, risk factors and psychological factors, (e.g. BDD, OCD)</li> <li>• presenting indications and contraindications</li> <li>• skin phenotype accounting for ethnic factors that may influence clinical outcomes</li> <li>• intrinsic and extrinsic aging factors</li> <li>• presenting lesion or skin conditions identifying where applicable, lesions that require referral to suitably trained clinician</li> <li>• anatomical site of treatment</li> </ul>	<p>Confirm that the responsible practitioner has assessed patient and presenting condition/skin lesions to inform selection of appropriate treatment</p>
<p>Minimise risk of adverse treatment effects through:</p> <ul style="list-style-type: none"> <li>• identifying contraindications to treatment</li> <li>• cleansing and preparing the treatment area prior to treatment using patch testing where appropriate</li> <li>• delivering treatments in accordance with the approved treatment protocol</li> </ul> <p>cooling and applying post care procedures as per medical treatment protocol</p>	<p>Minimise risk of adverse treatment effects through:</p> <ul style="list-style-type: none"> <li>• identifying contraindications to treatment</li> <li>• cleansing and preparing the treatment area prior to treatment using patch testing where appropriate</li> <li>• delivering treatments in accordance with the approved treatment protocol</li> </ul>	<p>Confirm that responsible practitioner has minimised risk of adverse treatment effects prior to delivering treatment under supervision, working within your sphere of competence</p>

	<ul style="list-style-type: none"> <li>cooling and applying post care procedures as per medical treatment protocol</li> </ul>	
<p>Minimise risk to patient and practitioner arising from device/equipment incidents through:</p> <ul style="list-style-type: none"> <li>Working in an approved Laser/Light Controlled Area</li> <li>Working in accordance with Local Rules</li> <li>Adhering to laser/light safety measures in according with MHRA, BMLA and CPSA guidelines</li> </ul>	<p>Minimise risk to patient and practitioner arising from device/equipment incidents through:</p> <ul style="list-style-type: none"> <li>Working in an approved Laser/Light Controlled Area</li> <li>Working in accordance with Local Rules</li> <li>Adhering to laser/light safety measures in according with MHRA, BMLA and CPSA guidelines</li> </ul>	<p>Minimise risk to patient and practitioner arising from device/equipment incidents, whilst working under supervision, by:</p> <ul style="list-style-type: none"> <li>Working in an approved Laser/Light Controlled Area</li> <li>Working in accordance with Local Rules</li> <li>Adhering to laser/light safety measures in according with MHRA, BMLA and CPSA guidelines</li> </ul>
Record post-procedure images as per CPSA guidelines with consent		
Provide clear aftercare instructions detailing specific complications of laser, light and energy-based devices, how to recognise them and what to do if they occur		
Provide clear aftercare instructions detailing follow up treatment intervals and frequency, including practitioner/clinic emergency contact details.		
<p>Manage emergency /adverse events, including prescription for antibiotics (where appropriate) using evidence- based protocols for treatment of:</p> <ul style="list-style-type: none"> <li>burns</li> <li>blisters</li> <li>bruising</li> <li>pigmentary changes</li> <li>crusting</li> <li>scarring</li> <li>oozing/weeping</li> </ul>	<p>Manage emergency /adverse events under guidance of suitably experienced/qualified practitioner or prescriber for use of antibiotics (where appropriate) using evidence- based protocols for treatment of:</p> <ul style="list-style-type: none"> <li>burns</li> <li>blisters</li> <li>bruising</li> <li>pigmentary changes</li> <li>crusting</li> <li>scarring</li> <li>oozing/weeping</li> </ul>	<p>Follow guidance suitably experienced/qualified practitioner to manage emergency/adverse events, for treatment of:</p> <ul style="list-style-type: none"> <li>burns</li> <li>blisters</li> <li>bruising</li> <li>pigmentary changes</li> <li>crusting</li> <li>scarring</li> <li>oozing/weeping</li> </ul>

## Modality specific competencies: Chemical peels & skin rejuvenation (CPSR)

<b>Provide chemical peels and skin rejuvenation interventions at level 4 /5/6 within the agreed treatment plan</b> L4 Deliver very superficial chemical peels to the stratum corneum L5 Deliver superficial chemical peels to the mid-epidermis L6 Deliver superficial chemical peels to the Grenz zone in all skin types.		
PSRB regulated practitioner who is a prescriber	Non- prescriber regulated by PSRB	Practitioner- working under supervision /oversight Non- prescriber and/or not regulated by PSRB
Evidence achievement of required academic entry level (minimum level 3 for level 4 courses, level 4 for level 5 courses, level 5 for level 6 courses)		
Demonstrate understanding of the anatomy & physiology of skin including layers, appendages, cell types and actions	Demonstrate understanding of the anatomy & physiology of skin including layers, appendages, cell types and actions	Demonstrate understanding of the anatomy & physiology of skin including layers, appendages, cell types and actions
Demonstrate understanding of the ageing process and impact of intrinsic and extrinsic factors affecting skin health	Demonstrate understanding of the ageing process and impact of intrinsic and extrinsic factors affecting skin health	Demonstrate understanding of the ageing process and impact of intrinsic and extrinsic factors affecting skin health
Assess the client's skin according to Fitzpatrick skin type, client concerns and desired outcomes.	Assess the client's skin according to Fitzpatrick skin type, client concerns and desired outcomes	Assess the client's skin according to Fitzpatrick skin type, client concerns and desired outcomes
Recognise common skin conditions g eczema, rosacea, and explain their potential impact on outcomes	Recognise common skin conditions g eczema, rosacea, and explain their potential impact on outcomes	Recognise common skin conditions g eczema, rosacea, and explain their potential impact on outcomes
Recognise common lesions requiring further assessment and know when and how to refer.	Recognise common lesions requiring further assessment and know when and how to refer.	Recognise common lesions requiring further assessment and know when and how to refer, using supervisor as required
Demonstrate understanding of the common acids used in peeling and their actions, indications and contraindications: <ul style="list-style-type: none"> <li>AHA's e.g. glycolic, citric, mandelic</li> </ul>	Demonstrate understanding of the common acids used in peeling and their actions, indications and contraindications: <ul style="list-style-type: none"> <li>AHA's e.g. glycolic, citric, mandelic</li> </ul>	Demonstrate understanding of the common acids used in peeling and their actions, indications and contraindications:



<ul style="list-style-type: none"> <li>• Salycilic</li> <li>• TCA</li> <li>• Phenol</li> <li>• Pyruvic</li> <li>• Cocktails e.g. Jessners.</li> </ul>	<ul style="list-style-type: none"> <li>• Salycilic</li> <li>• TCA</li> <li>• Phenol</li> <li>• Pyruvic</li> <li>• Cocktails e.g. Jessners</li> </ul>	<ul style="list-style-type: none"> <li>• AHA's e.g. glycolic, citric, mandelic</li> <li>• Salycilic</li> <li>• TCA</li> <li>• Phenol</li> <li>• Pyruvic</li> <li>• Cocktails e.g. Jessners</li> </ul>
Explain basic chemistry of alpha and beta hydroxy acids and other products in relation to peel choice & effect.	Explain basic chemistry of alpha and beta hydroxy acids and other products in relation to peel choice & effect.	Explain basic chemistry of alpha and beta hydroxy acids and other products in relation to peel choice & effect.
Demonstrate understanding of the function of the skin as a barrier and the implications of using chemical peels on skin integrity.	Demonstrate understanding of the function of the skin as a barrier and the implications of using chemical peels on skin integrity.	Demonstrate understanding of the function of the skin as a barrier and the implications of using chemical peels on skin integrity.
Demonstrate understanding of wound healing including collagen formation following use of peels	Demonstrate understanding of wound healing including collagen formation following use of peels	
Demonstrate understanding of potential risks of: <ul style="list-style-type: none"> <li>• Hyperpigmentation</li> <li>• Post inflammatory hyperpigmentation (PIH)</li> <li>• Hypopigmentation</li> <li>• Infection</li> <li>• Scarring</li> <li>• Blistering</li> <li>• Allergy</li> <li>• Excessive inflammation</li> </ul>	Demonstrate understanding of potential risks of: <ul style="list-style-type: none"> <li>• Hyperpigmentation</li> <li>• Post inflammatory hyperpigmentation (PIH)</li> <li>• Hypopigmentation</li> <li>• Infection</li> <li>• Scarring</li> <li>• Blistering</li> <li>• Allergy</li> <li>• Excessive inflammation</li> </ul>	Demonstrate understanding of potential risks of: <ul style="list-style-type: none"> <li>• Hyperpigmentation</li> <li>• Post inflammatory hyperpigmentation (PIH)</li> <li>• Hypopigmentation</li> <li>• Infection</li> <li>• Scarring</li> <li>• Blistering</li> <li>• Allergy</li> <li>• Excessive inflammation</li> </ul>
Demonstrate understanding of various application techniques and peel depth	Demonstrate understanding of various application techniques and peel depth	Demonstrate understanding of various application techniques and peel depth

<p>Explain to client effect and potential risks according to Fitzpatrick skin type and cell type:</p> <ul style="list-style-type: none"> <li>• Keratinocytes</li> <li>• Langerhans cells</li> <li>• Melanocytes.</li> <li>• Fibroblasts</li> </ul> <p>With reference to inflammatory response and free-radical activity/oxidative stress</p>	<p>Explain to client effect and potential risks according to Fitzpatrick skin type and cell type:</p> <ul style="list-style-type: none"> <li>• Keratinocytes</li> <li>• Langerhans cells</li> <li>• Melanocytes.</li> <li>• Fibroblasts</li> </ul> <p>With reference to inflammatory response and free-radical activity/oxidative stress</p>	<p>Explain to client effect and potential risks according to Fitzpatrick skin type and cell type:</p> <ul style="list-style-type: none"> <li>• Keratinocytes</li> <li>• Langerhans cells</li> <li>• Melanocytes.</li> <li>• Fibroblasts</li> </ul> <p>With reference to inflammatory response and free-radical activity/oxidative stress</p>
Select appropriate treatment and peel depth for different clients	Select appropriate treatment and peel depth for different clients	Select appropriate treatment and peel depth for different clients
Explain rationale for chosen treatment with reference to skin assessment, desired outcome, peel strength and actions	Explain rationale for chosen treatment with reference to skin assessment, desired outcome, peel strength and actions	Explain rationale for chosen treatment with reference to skin assessment, desired outcome, peel strength and actions
<p>Demonstrate understanding and application of possible endpoints of peel:</p> <ul style="list-style-type: none"> <li>• Timing</li> <li>• Patient response/discomfort</li> <li>• Skin changes</li> <li>• Frosting</li> </ul>	<p>Demonstrate understanding of possible endpoints of peel:</p> <ul style="list-style-type: none"> <li>• Timing</li> <li>• Patient response/discomfort</li> <li>• Skin changes</li> </ul>	<p>Demonstrate understanding of possible endpoints of peel:</p> <ul style="list-style-type: none"> <li>• Timing</li> <li>• Patient response/discomfort</li> <li>• Skin changes</li> </ul>
Demonstrate safe application technique of selected peel(s)	Demonstrate safe application technique of selected peel(s)	Demonstrate safe application technique of selected peel(s)
Demonstrate safe and effective neutralisation of peel(s) including TCA and AHA peels	Demonstrate safe and effective neutralisation of peel(s) including TCA and AHA peels	Demonstrate safe and effective neutralisation of peel(s) including TCA and AHA peels
<p>Select and justify use of adjunctive topicals to increase efficacy and reduce risk, including:</p> <ul style="list-style-type: none"> <li>• Retinoids</li> <li>• Tyrosinase inhibitors</li> <li>• Antioxidants</li> </ul>	<p>Select and justify use of adjunctive topicals to increase efficacy and reduce risk including:</p> <ul style="list-style-type: none"> <li>• Retinoids</li> <li>• Tyrosinase inhibitors</li> <li>• Antioxidants</li> </ul>	<p>Select and justify use of adjunctive topicals to increase efficacy and reduce risk including:</p> <ul style="list-style-type: none"> <li>• Retinoids</li> <li>• Tyrosinase inhibitors</li> </ul>

	working under the supervision of a prescriber where required	<ul style="list-style-type: none"> <li>• Antioxidants</li> </ul> working under the supervision of a prescriber where required
Use measures to reduce/avoid risk: <ul style="list-style-type: none"> <li>• Pre peel preparation</li> <li>• Post peel: advice including sun avoidance &amp; SPF</li> </ul>	Use measures to reduce/avoid risk: <ul style="list-style-type: none"> <li>• Pre peel preparation</li> <li>• Post peel: advice including sun avoidance &amp; SPF</li> </ul>	Use measures to reduce/avoid risk: <ul style="list-style-type: none"> <li>• Pre peel preparation</li> <li>• Post peel: advice including sun avoidance &amp; SPF</li> </ul>
Identify and avoid additional risks through application of CPSA standards to specific area of treatment: <ul style="list-style-type: none"> <li>• Orbital rim</li> <li>• Extremities</li> <li>• Keratosis pilaris</li> </ul>	Identify and avoid additional risks through application of CPSA standards to specific area of treatment: <ul style="list-style-type: none"> <li>• Orbital rim</li> <li>• Extremities</li> <li>• Keratosis pilaris</li> </ul>	Identify and avoid additional risks through application of CPSA standards to specific area of treatment: <ul style="list-style-type: none"> <li>• Orbital rim</li> <li>• Extremities</li> <li>• Keratosis pilaris</li> </ul>
Record procedure to include relevant detail e.g. endpoint, timing, tolerance	Record procedure to include relevant detail e.g. endpoint, timing, tolerance	Record procedure to include relevant detail e.g. endpoint, timing, tolerance
Recognise and manage adverse events using evidence based guidance	Recognise and manage adverse events using evidence based guidance working under the supervision of an accountable prescribing practitioner	Identify adverse events and refer promptly to accountable/supervising practitioner
Appropriately involves supervisor when recognising limitations of expertise	Appropriately involves supervisor when recognising limitations of expertise	Appropriately involves supervisor when recognising limitations of expertise
Identify relevant interventions to address ageing at a cellular level such as : <ul style="list-style-type: none"> <li>• Inflammation</li> <li>• Oxidation</li> <li>• Glycation</li> </ul>	Identify relevant interventions to address ageing at a cellular level such as : <ul style="list-style-type: none"> <li>• Inflammation</li> <li>• Oxidation</li> <li>• Glycation</li> </ul>	Identify relevant interventions to address ageing at a cellular level such as : <ul style="list-style-type: none"> <li>• Inflammation</li> <li>• Oxidation</li> <li>• Glycation</li> </ul>

## Modality Specific competencies: Hair Restoration Surgery (HRS)

Perform hair restoration surgery (GMC registered doctors only, level 7) *Informed by ISHRS Core Competencies		
GMC licensed and regulated doctor with current registration	Non-prescriber regulated by PSRB  Not permitted	Non- prescriber and/or not regulated by PSRB Not permitted
Evidence achievement of required academic entry level (medical degree) plus current GMC licence with no restrictions against their practice.		
Identify, advise, and manage patients whose hair loss is androgenetic and non-androgenetic in aetiology.		
Counsel and advise patients on the risks and benefits of hair restoration surgery – both hair transplant surgery and prosthetic hair fibre implantation.		
Design integrated medical and surgical treatment plans for patients who have male and female pattern hair loss as well as patients with other types of alopecia or requiring hair restoration for other reasons		
Record relevant patient information in the medical records, including demographics, history, examination findings, and appropriate photographs. In doing so, comply with General Data Protection Regulation (GDPR) requirements		

Set up a hair restoration surgery operating room that will provide a safe environment for patients and staff, including, but not limited to, aseptic and clean techniques, proper management of biohazardous materials, and ergonomically sound work stations		
Harvest hair bearing donor scalp by the Strip Follicular Unit (Strip FUT) method using techniques that minimize follicular damage and maximize donor scar cosmesis		
Prepare follicular unit grafts from Strip FUT donor tissue with minimal follicle transection. Demonstrate techniques to maximize graft survival between preparation and implantation.		
Harvest Follicular Unit Excision (FUE) grafts using techniques that minimise graft transection, trauma and damage. Understand the different methods of performing FUE.		
Prepare appropriate size recipient sites for hair grafts with proper attention to exit angle, hair direction, depth of incision, density and geometry, in order to attain a natural appearance and optimize hair growth.		
Place follicular unit grafts into appropriately sized recipient sites with minimal physiologic and physical trauma		
Place follicular unit grafts into the recipient site using implanters.		

Calculate and administer appropriate doses of medication for sedation and local anaesthesia for hair restoration surgery, including the use of tumescent solutions with the addition of steroids, adrenaline and other medications or substances.		
Recognize and demonstrate appropriate modifications to transplant design and treatment plan for patients who have had prior scalp surgery and identify the appropriate time to integrate other surgical techniques into a patient's treatment plan		
Record all relevant information in the operation notes including FUE harvesting statistics		
Provide appropriate post-operative follow up and aftercare		
Understand bio-adjuvant therapies and non-surgical options available for hair loss treatment as well as emerging technologies such as stem cell and gene therapy		
Understand and demonstrate the principles, technique, implications, complications and aftercare of prosthetic hair fibre implantation		
Demonstrate the proper use of basic life support equipment, including automatic external defibrillators and adjunctive equipment to airway management		

Manage complications of hair restoration surgery		
Use the principles of adult education to teach, supervise and assess the competency of nurses, medical assistants, and surgical technicians to become hair transplant surgical assistants competent in, amongst other things, slivering, cutting, and placing follicular unit grafts as well as extracting FUE grafts that have been incised by a doctor or doctor-run robotic device		

## References

### The competency framework has been informed by;

British Association of Cosmetic Nurses (2014) *An Integrated Career & Competency Framework for Nurses in Aesthetics Medicine*.

Puig, C. et al (2009) Core competencies for hair restoration surgeons recommended by the International Society of Hair Restoration Surgery. *American Society for Dermatological Surgery*. *Wiley Periodicals Dermatol Surg* 425-428