



Proposed JCCP Fast Track Assessment (FTA) Process for cosmetic practitioners

The JCCP has now produced and published

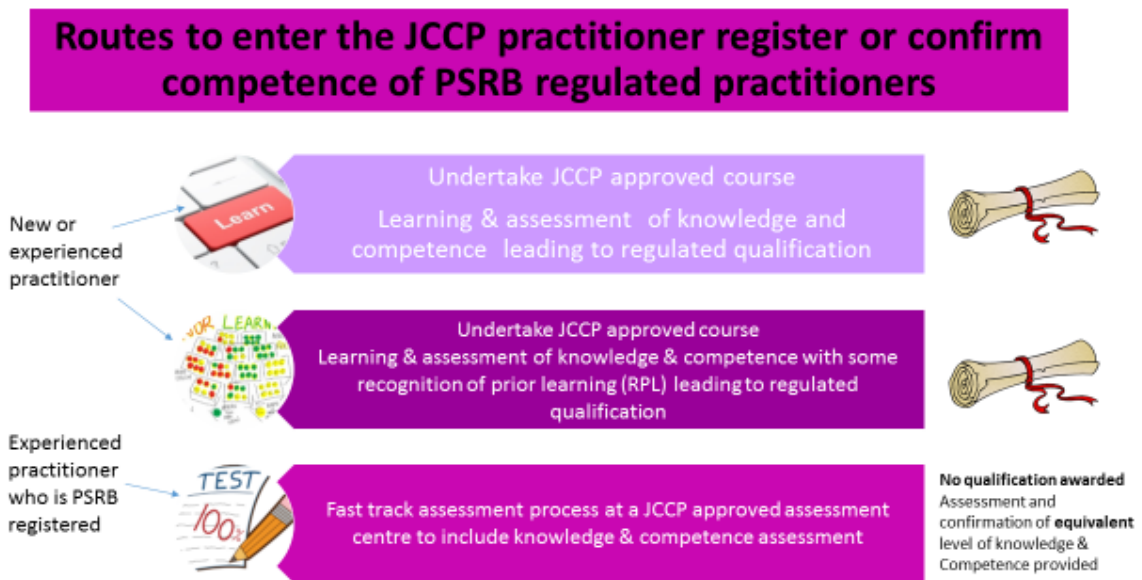
- A Competency Framework for Aesthetic Practitioners (Sept 2018a)
- Standards for Education and Training providers (2018b)

These documents are available via the JCCP website www.jccp.org.uk and set down the educational standards and indicative content of programmes to enable the achievement of competency, to enable education and training providers with approved academically accredited regulated qualifications to enter the JCCP Register of Approved Education & Training Providers. Students who undertake and successfully complete 'approved' programmes of study listed on the JCCP register will be able to register with the JCCP as practitioners for specific cosmetic treatments and modalities.

However, there are many existing cosmetic practitioners who have developed and acquired knowledge and gained experience via a wide range of experiential and more formal learning approaches, who may not wish to undertake a regulated qualification, but may **wish to demonstrate** that they have **an equivalent level of knowledge and competence** gained through **prior learning and experience**. This will be known as **Fast Track Assessment (FTA)**.

The JCCP has public protection and patient safety as its main aims. It has developed a 'live' PSA approved practitioner register to enable the public to seek out those practitioners who are registered and deemed by the JCCP as knowledgeable and competent in the treatments they provide, practise to a defined standard and code of practice, are suitably insured and provide redress where required. Practitioners can enter the register through differing routes as shown below. Existing cosmetic practitioners who are listed within one of the designated healthcare professions cited on the JCCP website and who are currently registered with a professional statutory

regulatory body (such as the General Medical Council, Nursing & Midwifery Council, General Dental Council, General Pharmaceutical Council and the Health Care Professions Council and others who provide regulatory oversight) have been enabled to join the JCCP practitioner voluntary register but, in the absence of possessing an approved JCCP qualification or equivalent, are expected to **evidence their knowledge and competence in the specific specialist treatments they provide** within a defined period of time (i.e. within a two year time period following their initial registration with the JCCP).



Aim

The aim of this paper is to set out a process for ensuring that those practitioners already registered with a Professional Statutory Regulatory Body (PSRB) and who undertake the JCCP fast track assessment process will be able to evidence that they possess an equivalent level of knowledge, skill and competence as those who have undertaken a regulated qualification in a specific modality. This acknowledges that whilst practitioners may have differing routes of learning, **they potentially have achieved and can demonstrate the same level of knowledge, skills and competence in order to protect their patients and the public.**

The JCCP is currently consulting on its proposals to implement a fast track assessment centre process with members of the public, practitioners and other stakeholders over the next six weeks with the intention of implementing an agreed fast track assessment centre process by the end of June, 2019.

The process will be enabled by the development of a national network of JCCP approved fast track assessment centres and JCCP approved assessors who are occupationally knowledgeable and competent in cosmetic practice and have achieved an approved qualification or equivalence and competence in supervising and assessing cosmetic practitioners’ competence in practice.

JCCP approved fast track assessment centres

Definition: A JCCP approved assessment centre can provide fair, valid, reliable and defensible assessment of knowledge and competence for existing practitioners who are PSRB registered and regulated, and provide evidence to the JCCP that the practitioner;

- has demonstrated relevant knowledge at the **requisite academic level** as defined in the JCCP Standards for Education & Training Providers (2018b)
- has demonstrated the **required core and modality specific competencies** as outlined in the JCCP competency framework (2018a)

equivalent to that required if they had undertaken a JCCP approved course/programme. **JCCP approved fast track assessment centres will not be entitled to award any regulated or academic qualification** to successful candidates, nor will practitioners be entitled to claim they have been awarded a regulated qualification. The purpose of the fast track assessment is to provide certified and objective evidence to the JCCP that PSRB Registered Practitioners have developed specialist knowledge and competence in identified cosmetic treatment(s) (additional to that confirmed at the point of professional registration as a regulated practitioner) and to confirm they meet the knowledge and competence requirements to enter the JCCP register or maintain their registration with the JCCP as defined and set down within the JCCP Competence Framework (2018a) for their specific modality/practice area.

Remit and responsibilities of fast track assessment centres

JCCP Approved Fast Track Assessment Centres are responsible and accountable for ensuring that the assessment methods used to confirm knowledge and competence are fair, valid, reliable and defensible and protect the public. They must ensure that they assess relevant knowledge and competence (informed by the JCCP competence framework 2018a), using suitably qualified and experienced assessors of knowledge and competence (as outlined in the JCCP Standards 2018b) using appropriate assessment approaches which are fair, valid, reliable, and defensible and quality assured. Practitioners must have an understanding of and be prepared for the assessment process without providing unfair advantage in the assessment process. Processes must be in place to support practitioners who are not successful and give them an opportunity for reassessment and provide advice and feedback on required learning routes to enable such practitioners to reach the required standards. Assessment must also be designed to differentiate between those who can and cannot demonstrate the requisite knowledge and competence in order to protect the public.

Because of the responsibilities on fast track assessment centres, and the need to protect the public, the JCCP will only approve education providers who have already demonstrated that they meet the required quality assurance standards to enter the JCCP education & training provider register, who should they wish to do so, can apply to be approved fast track assessment centres. They will be required to submit their intended approach to knowledge and competence assessment to the JCCP Education & Training Committee for approval. A key requirement will be how they will ensure the assessment process is robust with policies and procedures in place for identifying plagiarism, dishonest practice and collusion and maladministration, to ensure that candidates are not able to pass off the work of others as their own.

Each Fast Track Assessment Centre will be required to report the outcomes of each individual attendee's assessment and to provide audit data to the JCCP.

A portfolio approach may be used, where practitioners provide a range of forms of evidence, however the assessment process must include;

- a test of knowledge which is undertaken under 'examination' conditions with a criterion referenced marking scheme assessed by suitable qualified assessors at the correct academic level that is applied specifically to the treatment modality for which the Practitioner is seeking registration with the JCCP
- A test of competence that is undertaken in either the real situation observed by a suitably qualified and experienced assessor

Or

A suitable and appropriate assessment of clinical skills and competence, e.g. objective structured clinical examination (OSCE) DOPS, Mini-CEX, structured oral examination or equivalent, with appropriately qualified and experienced practice assessors

Partnership arrangements with suitable qualified clinical colleagues may be used for the fast track assessment centres, but the accountability for the quality assurance of the assessment process resides with the JCCP Approved Education and Training Provider who has been designated by the JCCP as being competent and proficient to administer the Fast Track Assessment Centre on behalf of the Council.

Location

It is intended eventually to have approved fast track assessment centres in each region to enable practitioners' easy access to preparation and support, prior to undertaking assessment of knowledge and competence.

Cost

A cost to undertake the required preparation for assessment and the assessment itself will be payable. Whilst this can be defined locally based upon cost to provide and quality assure the assessment process, the must be significantly less than that charged to undertake a JCCP approved qualification to reflect that teaching and learning is not being provided, only preparation for assessment and the assessment process itself plus the costs associated with the subsequent documentary confirmation of knowledge and competence provided for successful candidates.

Fast track assessment centres must provide practitioners with a clear cost breakdown and additional cost for reassessment if unsuccessful at first attempt.

The JCCP acknowledges that not all of their approved education and training providers may choose to provide a fast track route, particularly as they are accountable for their decision-making, regarding knowledge and competence of practitioners at the time of assessment. However, with the JCCP interest of public protection and patient safety, it is in everyone's interests to encourage and make practitioner entry to the JCCP register accessible and to enable PSRB regulated practitioners to

evidence their specialist knowledge and competence in various modalities/levels of cosmetic practice.

JCCP approved assessors of knowledge and competence

Education providers of regulated qualifications have to demonstrate their ability to assess knowledge at the appropriate academic level in a valid, reliable and fair way. JCCP approved education and training providers will have, by virtue of their approval to provide an accredited programme, demonstrated this ability, and have relevant staff and processes in place to quality assure this.

To assess competency, assessors must be **both** occupationally competent in cosmetic procedures **and** able to understand and apply the principles of fair, valid, reliable and defensible assessment of competency in practice.

The JCCP, as part of its register, wishes to recognise such practitioners, not only to enable the development of the emerging cosmetic workforce undertaking regulated qualifications, but also to provide ongoing supervision to others new to the sector, newly qualified, or already practising, working locally to them (as a condition of CPSA standards). The development of supervisors/assessors in localities, will contribute to a growing community of practice (CoP) of competent cosmetic practitioners who are able to provide support, supervision, and assessment to others. This infrastructure will also contribute to patient and public safety as practitioners can seek timely advice and clinical support where necessary to manage complications, adverse events and untoward incidents.

At present, there is a deficit of approved assessors of competence in cosmetic practice. Whilst other sectors have developed medical educators, nurse mentor /assessors and AHP clinical supervisors to supervise and assess colleagues undertaking preparation programmes, the cosmetic sector, having no NHS pre-registration students, and few courses/programmes assessing competency in practice, has not yet developed such infrastructure to a standardised level (McNall, Senior, Mather 2016).

As outlined in the JCCP Education & Training Standards (2018b) there are various ways of achieving knowledge and competence as a supervisor /assessor of colleagues or peers in practice settings.

In order to develop a network of assessors who can contribute to fast track assessment, it is proposed that JCCP approved education and training providers should also offer relevant accredited **modules or courses on practice based supervision and assessment** for experienced cosmetic practitioners. The courses would be at various levels relevant to supervise and assess competence in those undertaking undergraduate degree or postgraduate level programmes or assessment. Such accredited modules or courses would enable practitioners to register on the JCCP register as **approved assessors** who can support accredited programmes at undergraduate, degree or postgraduate level and fast track assessment centres.

FAQs

Proposed information for practitioners on the JCCP fast track assessment process

The fast track assessment process is proposed currently only for those existing JCCP designated professional practitioners who are already registered with, and regulated by a professional statutory regulatory body (e.g. NMC, GMC, GDC, GPhC and HCPC). In order to register with, and maintain registration with the JCCP, practitioners are required to evidence that they are practising in line with published CPSA standards and with the JCCP/CPSA Code of Practice (2017) and meet the criteria for registration with the JCCP. This includes having achieved the required level of specialist knowledge and competence (beyond the point of initial professional registration) as defined in the JCCP Education and Training Standards (2018) and JCCP Competency Framework for Cosmetic Practice (2018).

Whilst JCCP approved courses and programmes leading to regulated qualifications enable practitioners to evidence relevant knowledge and competence, many existing practitioners have already gained knowledge and competence through a range of means including short courses, manufacturer provided CPD, personal learning and experience, and do not want to undertake a regulated qualification at this point in their career.

The fast track assessment process offers an alternative mean of evidencing the required level of knowledge and competence without undertaking additional learning, purely by undertaking an assessment process, which covers relevant knowledge and competence. **It does not lead to an academically accredited qualification, but a recognition that you have passed the test of knowledge and competence and are judged to be safe in practice.** This enables you to register with the JCCP – whose publicly accessible register confirms which practitioners have met a required standard to demonstrate proficiency to practise. A similar analogy is providing evidence that you are safe to drive a car. You might learn to drive via a formal driving school or informally via books, family or friends, but everyone takes the same test of knowledge (provided by a network of centres) and takes a test of competence in driving ability at a local assessment centre, by qualified assessors. Those who meet the required standard are allowed to move to full registration with the driving vehicle licencing authority, and be insured to drive a car.

What is involved?

You may register with a JCCP approved fast track assessment centre and attend a session (or access online guidance if available) that describes the assessment process and outcome standards.

- You will provide information to support your FTA application to allow the assessment centre to 'benchmark' your existing level academic achievement and current treatment provision, e.g. certificates, clinical placements, testimonials, etc.
- You will be given guidance on the aspects of knowledge and the required level of understanding you will be expected to have, and the practical competencies you will be expected to demonstrate.

- You will be given guidance on the format of the assessment, and how to prepare for the assessment process. You may be expected to develop a learning agreement and provide evidence of learning from practice/experience via a portfolio or logbook.
- You will have a test of knowledge under time constrained examination conditions to ensure that you are answering the questions independently.
- You will have test of competence through an appropriate clinical skills assessment, e.g. objective structured clinical examination (OSCE) or similar, in an assessment centre or an assessor observation of you working in your own practice setting.
- The tests of knowledge and competence may occur at different times or on one day. The outcome of each will be achievement or non-achievement (pass or fail). You must pass both tests (knowledge & competence).

Cost

There will be a cost to cover preparation for, and assessment of, knowledge and competence at the approved centre. The cost will be less than that of undertaking a JCCP approved programme of study leading to a regulated qualification. This is because you will not receive any teaching relating to the specific knowledge of knowledge and competence assessed (as you have learned this previously via other means) only guidance on how the assessment will be undertaken, the nature of the questions/test and how to prepare for the process. The specific cost involved to undertake fast track assessment will be published by each fast track assessment centre.

Do I have to do it?

There is no obligation to undertake the fast track assessment process unless you wish to appear on or maintain your registration on the JCCP register. The JCCP register is a voluntary register, approved by the Professional Standards Authority, developed and maintained in the same way as statutory registers such as the General Medical Council, General Dental Council, Nursing & Midwifery Council, General Pharmaceutical Council or the Health Care Professions Council. PSRB registered practitioners who have entered the JCCP register must provide evidence that they have achieved the required knowledge and competence within a 2-year period following their initial registration with the Council via the achievement of a JCCP approved qualification or via the fast track assessment process described in this paper, or they will be removed from the JCCP register.

Are there any benefits to me?

The fast track assessment process provides an independent review of your knowledge and competence against pre-determined standards and competencies set out by the CPSA (Cosmetic Practice standards Authority) and JCCP (Joint Council for Cosmetic Practice).

Who & where are the JCCP approved fast track assessment centres?

Each fast track assessment centre is run by an education and training provider who has already achieved the JCCP Standards for Education & Training Providers (Sept 2018) demonstrating their ability to provide fair, valid, reliable defensible assessment of knowledge and competence, and quality assurance processes. Those approved providers can apply to the JCCP to also provide fast

track assessment, in addition to their programmes leading to regulated qualifications. Those who are approved by the JCCP to do so will become fast track assessment (FTA) centres. The JCCP aspires to have a FTA centre in each region of the UK.