

Agenda Item 7

Enclosure 5

Paper ETC 41 / 03

Education and Training Committee

STANDARDS OF PROFICIENCY

from the Executive

for discussion and decision

Introduction

This document sets out the **standards of proficiency** that we expect registrants to meet. We also expect registrants to keep to our **standards of conduct, performance and ethics**, which are published in a separate document.

The standards of proficiency in this document include both generic elements, which all our registrants must meet, and profession-specific elements, which are relevant to registrants belonging to one of the 12 professions we currently regulate. There is no other difference between the generic and profession-specific elements of the standards, and we will treat any breach of any part of the standards very seriously, whether generic or profession-specific.

Any registrant reading this document can find a single section that contains the standards of proficiency for their profession. This section includes both the generic and the profession-specific elements. The profession-specific elements have been highlighted to help distinguish them.

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant must be able to:

- 1a.1 understand and practise within the legal and ethical boundaries of their profession
- 1a.2 practise in a non-discriminatory manner
- 1a.3 maintain the principles and practise of confidentiality and informed consent
- 1a.4 exercise a professional duty of care
- 1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate
- 1a.6 recognise the need for effective self-management of work/case load and practise accordingly
- 1a.7 recognise the obligation to maintain fitness to practise
- 1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

1b: Professional relationships

The registrant must be able to:

- 1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate
- 1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers
- 1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team
- 1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers
- 1.b.5 demonstrate effective communication throughout the care of the patient, client or user

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant must be able to:

- 2a.1 gather appropriate information
- 2a.2 use appropriate assessment techniques
- 2a.3 undertake or arrange clinical investigations as appropriate
- 2a.4 analyse and evaluate the information collected

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant must be able to:

- 2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions
- 2b.2 draw on appropriate knowledge and skills in order to make professional judgements
- 2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale
- 2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice
- 2b.5 maintain records appropriately

2c: Critical evaluation of the impact of, or response to, the registrant's actions

The registrant must be able to:

- 2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly
- 2c.2 audit, reflect on and review practice

KNOWLEDGE, UNDERSTANDING AND SKILLS

3a:

The registrant must be able to:

- 3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice
- 3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual
- 3a.3 demonstrate an understanding of the need for and use of a safe practice environment

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

1b: Professional relationships

The registrant must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant's actions**The registrant must be able to:****2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly**

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user

review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS	
3a:	The registrant must be able to:
3a.1	demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice
	models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
	the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
	understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
	the role of other professions in health and social care
	the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
	principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy
	theories and approaches to problem solving and clinical reasoning
3a.2	demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual
3a.3	demonstrate an understanding of the need for and use of a safe practice environment
	work in a safe manner and act according to health and safety legislation
	respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures
	understand the principles of management of health and safety, including accident and incident reporting
	understand effective means of control of hazards in the workplace
	select appropriate risk reduction or elimination techniques
	select personal protective equipment and use it correctly
	manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues
	comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others
	ensure the health and safety of all individuals in work environments including the client's home
	undertake risk assessment and management taking into account health & safety legislation
	demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible
	ensure that all infection control hazards are dealt with as soon as possible

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant arts therapist must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

understand and practise within the legal and ethical boundaries of art, music, drama or art psychotherapeutic practice

confine practice to the therapy modality in which they were trained

show a mature competence in facilitating dramatherapy with individual clients and with groups:

understand the role of the arts, music or drama therapy service in different settings

understand how the therapist can influence factors that impact on clients' health at a local and national level

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

understand the concepts of confidentiality and informed consent extend to illustrative records such as video and audio recordings, paintings, digital images and other art work

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

make use of regular clinical supervision

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

demonstrate insight and self-awareness resulting from having participated in personal therapy during his/her training (individual and group)

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

recognise the obligation to maintain fitness for practice including maintaining a commitment to personally engaging in their own arts-based process

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

engage in continuing professional development, including activities that promote his/her own further artistic development

1b: Professional relationships

The registrant arts therapist must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

understand of the role of the arts therapist and the contribution he/she can make within health-oriented organisations

work with the client towards an understanding and resolution of his/her difficulties in line with agreed therapeutic goals

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

demonstrate the ability to identify the barriers to communication and ways in which these may be overcome

explain the nature, purpose and techniques to be employed during therapy and demystify its process and techniques to new clients

dramatherapist only: form a therapeutic relationship and maintain a dramatherapeutic alliance with the client through the establishment of a creative and containing environment

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant arts therapist must be able to:

2a.1 gather appropriate information

collect case histories and other appropriate information; showing an awareness of psychological, social and cultural factors

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

2a.3 undertake or arrange clinical investigations as appropriate

*observe and record the client's/patient's responses and assessing the implication for diagnosis and intervention
undertake or arrange investigations as appropriate, for example setting up an assessment period, in order to ascertain the appropriateness of an intervention*

2a.4 analyse and evaluate the information collected

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant arts therapist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

undertake assessment, evaluation, audit, and research procedures

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

understand how social, economic, spiritual and cultural factors or choices inform a client's life and use this understanding in the formulation of the therapeutic treatment proposal

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

work with the client to make a clear ending for the therapy and evaluate its strengths, benefits and limitations

Art therapist only: be competent in the use a range of art materials and art-making techniques and facilitating a client in working with these appropriately

Art therapist only: use relevant verbal and non-verbal therapy skills as appropriate to the needs of the client(s)

Dramatherapist only: use theoretical concepts and a range of dramatic techniques and procedures in appropriate dramatherapy practice

Dramatherapist only: draw upon a repertoire of dramatic games, activities, styles and structures for appropriate use in dramatherapy with individual clients and with groups

Dramatherapist only: create access to forms of play, drama and performance that enable the client to explore and work through difficulties

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of Information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

maintain records appropriately including notes on professional judgments, decisions taken, advice given and the therapy relationship

2c: Critical evaluation of the impact of, or response to, the registrant arts therapist's actions
The registrant arts therapist must be able to:
2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly
conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user
review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes
demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data
demonstrate an ability to reflect on the barriers to change, plan and take appropriate action
demonstrate the ability to adapt the treatment as a result of evaluating outcomes
demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors
demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs
recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user
demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention
demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors
demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate
2c.2 audit, reflect on and review practice
use clinical supervision as a regular form of reflection on practice
contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others
evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history
participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes
demonstrate an appreciation of the role of audit and review in quality management
maintain an effective audit trail and work towards continual improvement
recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities
demonstrate an understanding of the principles of quality control and quality assurance
use quality control and quality assurance techniques including restorative action when performance deteriorates
demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice
demonstrate the ability to justify their treatments or interventions
demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention
demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice
use recognised outcome measures where possible
demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS

3a:**The registrant arts therapist must be able to:**

- 3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**
- models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
- the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
- understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
- the role of other professions in health and social care
- the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
- principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy
- theories and approaches to problem solving and clinical reasoning
- Socio-concepts of health and illness and how these influence patient care and management of treatment*
- show an understanding of the psychological and cultural background to health behaviour. This also applies to the need to be aware of cross-cultural influences on the patient-therapist relationship with particular reference to different models of health beliefs
- show an awareness of common therapeutic phenomena (e.g. projection, splitting, abreaction) and enable clients to work through and make sense of such experiences where possible
- show an informed understanding of core processes (e.g. regression, resistance, transference and counter-transference) in therapeutic practice and be able to engage these in such a way that productive therapeutic outcomes can be achieved
- have acquired a coherent frame of reference and rationale for using a particular model of understanding in relation to both individual therapy and group work
- understand the differences between a client's involvement in arts activities for leisure or educational purposes and her/his engagement in arts-therapy. This involves developing insight into broad health education and public health strategies designed to promote health improvements
- Art therapist only: show an understanding that art therapy has a number of frames of reference, but practitioners need to be coherent about the relationship between theory and practice and the relevant aspects of connected disciplines including visual arts, aesthetics, anthropology, psychology, psychiatry, sociology, psychotherapy and medicine
- Art therapist only: show competence in the use of a wide range of artistic media and be able to assist the client in the use of appropriate media
- Art therapist only: show an understanding of theories of group work and the management of group process
- Art therapist only: show an understanding of theories relevant to work with an individual
- Art therapist only: show a critical understanding of the therapeutic relationship
- Art therapist only: show an understanding of the relevance of research to practice
- Music therapist only: the ability to improvise music in a variety of styles and idioms
- Music therapist only: the ability to use musical improvisation to interact and communicate with the patient/client
- Music therapist only: knowledge of a broad range of musical styles and awareness of their cultural contexts
- Music therapist only: a high level of proficiency on at least one musical instrument
- Music therapist only: normal human development; normal and abnormal psychology; normal and abnormal human communication and language development; mental illness, psychiatric assessment and treatment; congenital and acquired disability; disorders of social functioning; the principal psychotherapeutic interventions and their theoretical bases; the nature and application of other major interventions
- Dramatherapist only: demonstrate a strong practical and theoretical grasp of core processes and forms of creativity, movement, play and dramatic representation pertinent to practice with a range of client groups
- Dramatherapist only: demonstrate an understanding of both the symbolic value and intent inherent in drama as an art form, and with more explicit forms of enactment and re-enactment of imagined or lived experience
- Dramatherapist only: show a critical and practical awareness of a range of theatrical representation techniques and be able to engage clients in a variety of performance-derived roles
- Dramatherapist only: show an understanding that dramatherapy is a unique form of psychotherapy in which creativity, play, movement, voice, storytelling, dramatisation and the performance arts have a central position within the therapeutic relationship
- Dramatherapist only: show an understanding that different approaches to the discipline have developed from different histories in Eastern and Western Europe and the Americas
- Dramatherapist only: show an understanding that internationally the discipline has deep foundations within the many cultural traditions that use ritual, play, drama and performance for the enhancement of health
- Dramatherapist only: demonstrate a practical understanding of the key principles of influential theatre practitioners and their relevance to the therapeutic setting
- Dramatherapist only: show an awareness of methods of distinguishing between human health and sickness, including diagnosis, symptoms and treatment, particularly of mental health disorders and learning disabilities. She/he must be able to critique these systems of knowledge from different socio-cultural perspectives
- Dramatherapist only: show knowledge of common and exceptional human behaviour, including the effects of personality, social and group dynamics and aspects of counselling
- Dramatherapist only: show an understanding of the relative contributions of biological and psychological factors and of social determinants to an individual's health

3a.2	demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual
3a.3	demonstrate an understanding of the need for and use of a safe practice environment
	work in a safe manner and act according to health and safety legislation
	respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures
	understand the principles of management of health and safety, including accident and incident reporting
	understand effective means of control of hazards in the workplace
	select appropriate risk reduction or elimination techniques
	select personal protective equipment and use it correctly
	manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues
	comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others
	ensure the health and safety of all individuals in work environments including the client's home
	undertake risk assessment and management taking into account health & safety legislation
	demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible
	ensure that all infection control hazards are dealt with as soon as possible
	art therapist only: ensure that the art therapy environment is suitable for making art with well maintained art materials

EXPECTATIONS OF A HEALTH PROFESSIONAL	
1a: Professional autonomy and accountability	
The registrant biomedical scientist must be able to:	
1a.1 understand and practise within the legal and ethical boundaries of their profession	be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession
	be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems
	respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process
	<i>demonstrate an awareness and an appreciation of British, European and International Standards that govern and affect pathology laboratory practice</i>
1a.2 practise in a non-discriminatory manner	
1a.3 maintain the principles and practise of confidentiality and informed consent	
1a.4 exercise a professional duty of care	
1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate	demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem
	<i>demonstrate the ability to initiate resolution of problems and to exercise personal initiative</i>
1a.6 recognise the need for effective self-management of work/case load and practise accordingly	
1a.7 recognise the obligation to maintain fitness to practise	understand the importance of maintaining health and care for themselves
1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service	demonstrate familiarity with information technology in the pursuit of effective practice
	<i>demonstrate the ability to use data access and retrieval systems for activities associated with maintaining professional knowledge and continuing professional development</i>
1b: Professional relationships	
The registrant biomedical scientist must be able to:	
1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate	
1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers	build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team
	in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals
	demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals
	<i>understand the team and discipline approach to the provision of pathology services</i>
	<i>demonstrate an insight into the general working of a hospital</i>
1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team	
1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers	demonstrate a secure understanding of how professional communication skills can affect therapeutic outcomes
	demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means
	demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups
	appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability
	recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment
	demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English
	ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient
	<i>transfer results/outcomes of biomedical procedures to patients' records through approved channels of communication</i>
	<i>inform colleagues and relevant members of the clinical team of outcomes of biomedical procedures to unambiguous standards</i>
1.b.5 demonstrate effective communication throughout the care of the patient, client or user	use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant biomedical scientist must be able to:

2a.1 gather appropriate information

select suitable specimens and procedures relevant to patients' clinical needs, including collection and preparation of specimens as and when appropriate

2a.2 use appropriate assessment techniques

*demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment
demonstrate practical skills in the essentials of measurement, data generation, and analysis
assesses and evaluates new diagnostics prior to routine use*

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

*apply skills to investigation and monitoring of disease processes and normal states
use tables and graphs in order to analyse experimental data
has knowledge of standard operation procedures for analyses including point of care in vitro diagnostic devices
the use of statistical packages and the tabular and graphical presentation of data*

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant biomedical scientist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

interpret or convert scientific data/observations into results/reports correctly and reliably in relation to clinical context

design experiments, reports and present data using scientific convention, including application of SI units and other units used in biomedical practice

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

identify the cause of procedural anomalies and implement remedies effectively

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

perform and supervise scientific and technical procedures to reproducible standards

safely operates equipment or uses in-vitro diagnostic devices as defined by current EU directives within the limits of their specific competencies

operate and utilise specialist equipment according to discipline

validate scientific and technical data and observations according to pre-determined quality standards

demonstrate proficiency in liquid handling methodologies, preparation of standard solutions and buffers

demonstrate practical skills in instrumentation and techniques in: microscopy; spectroscopy; centrifugation;

electrophoresis; chromatography; electroanalytical techniques; automated analysis; immunological techniques; enzyme assays and molecular biology techniques

demonstrate practical skills in sterilisation techniques and microbial culture

demonstrate practical skills in identification and quantitation of microorganisms

demonstrate practical skills in the processing and analysis of specimens including specimen identification, the effect of storage on specimens and the safe retrieval of specimens

demonstrate practical skills in the investigation of disease processes

conform to standard operating procedures and conditions

work with accuracy and precision

prepare reagents accurately and consistently

performs calibration and quality control checks and employs problem solving skills to correct simple faults in equipment

show that equipment is functioning within its specifications and to respond appropriately to abnormalities

understand the implications of non-analytical errors

show awareness of the near-patient testing and non-invasive techniques

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

recognise the risks and possible serious consequences of errors in both requests for and results of laboratory investigations

recognise the value of test results for clinical audit and as a reference source

demonstrate knowledge of the systems for the accurate and correct identification of patients and laboratory specimen's

adhere to protocols of specimen identification, including bar coding and electronic tag systems

show familiarisation with computer systems for the use of test requesting and reporting

understand the importance of backup storage of electronic data

<p>2c: Critical evaluation of the impact of, or response to, the registrant biomedical scientist's actions</p> <p>The registrant biomedical scientist must be able to:</p> <p>2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly</p> <p>conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user</p> <p>review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes</p> <p>demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data</p> <p>demonstrate an ability to reflect on the barriers to change, plan and take appropriate action</p> <p>demonstrate the ability to adapt the treatment as a result of evaluating outcomes</p> <p>demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors</p> <p>demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs</p> <p>recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user</p> <p>demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention</p> <p>demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors</p> <p>demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate</p> <p>select and apply (a range of) quality control/process control measures that have a statistical or measurable output</p> <p>recognise and respond appropriately to abnormal outcomes from quality indicators</p> <p>2c.2 audit, reflect on and review practice</p> <p>use clinical supervision as a regular form of reflection on practice</p> <p>contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others</p> <p>evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history</p> <p>use standards (internal or external) and operating procedures to ensure effective quality control (QC) and quality assurance systems</p> <p>demonstrate an appreciation of the role of audit and review in quality management</p> <p>maintain an effective audit trail and work towards continual improvement</p> <p>recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities</p> <p>demonstrate an understanding of the principles of quality control and quality assurance</p> <p>use quality control and quality assurance techniques including restorative action when performance deteriorates</p> <p>demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice</p> <p>demonstrate the ability to justify their treatments or interventions</p> <p>demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention</p> <p>demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice</p> <p>use recognised outcome measures where possible</p> <p>demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice</p>

KNOWLEDGE, UNDERSTANDING AND SKILLS**3a:****The registrant biomedical scientist must be able to:****3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**

models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management

the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction

understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies

the role of other professions in health and social care

the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness

principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy

theories and approaches to problem solving and clinical reasoning

the structure, function and control of the human body, its component parts and major systems

the structure, function and metabolism of molecules of biological importance

the structure, function and control of normal and altered genetic material and associated investigative techniques

the immune response in health and disease

the basic structure, classification, biochemistry and control of pathogenic agents

understand the role of the laboratory in the diagnosis and monitoring of specific disease conditions

3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual

the role of cellular pathology in the diagnosis and treatment of disease

the qualitative and quantitative evaluation of analyses to aid the diagnosis, screening and monitoring of health and disorders

the investigation of different elements that constitute blood in normal and diseased states including the identification of blood group antigens and antibodies

techniques and associated instrumentation used in the practice of biomedical science

techniques and associated instrumentation used in the practice of biomedical science

3a.3 demonstrate an understanding of the need for and use of a safe practice environment

work in a safe manner and act according to health and safety legislation

respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures

understand the principles of management of health and safety, including accident and incident reporting

understand effective means of control of hazards in the workplace

select appropriate risk reduction or elimination techniques

select personal protective equipment and use it correctly

manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues

comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others

ensure the health and safety of all individuals in work environments including the client's home

undertake risk assessment and management taking into account health & safety legislation

demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible

ensure that all infection control hazards are dealt with as soon as possible

appreciate and understand different types of hazards including fire, electrical, biological, chemical, radiation, manual handling and use of VDUs

correct applications of and principles of disinfectants, methods for sterilisation and decontamination and dealing with waste and spillages correctly

use and application of engineering controls e.g. mechanical ventilation systems such as fume cupboards or microbiological safety cabinets

application of principles of good laboratory practice relevant to health and safety

immunisation requirements and the role of occupational health

recognise sources of hazard in the workplace, including specimens, raw materials, clinical waste and equipment

the ability to identify potential hazards in the workplace through risk assessment

has knowledge of health and safety including the use of microbiological safety cabinets, methods for sterilisation and disinfection, preparation of growth media and plates for microbial culture, preparation of cell culture for virus isolation and the safe disposal of infected materials

has knowledge of health and safety including the use of microbiological safety cabinets, methods for sterilisation and disinfection, preparation of growth media and plates for microbial culture, preparation of cell culture for virus isolation and the safe disposal of infected materials

has knowledge of health and safety including the use of microbiological safety cabinets, methods for sterilisation and disinfection, preparation of growth media and plates for microbial culture, preparation of cell culture for virus isolation and the safe disposal of infected materials

has knowledge of health and safety including the use of microbiological safety cabinets, methods for sterilisation and disinfection, preparation of growth media and plates for microbial culture, preparation of cell culture for virus isolation and the safe disposal of infected materials

has knowledge of health and safety including the use of microbiological safety cabinets, methods for sterilisation and disinfection, preparation of growth media and plates for microbial culture, preparation of cell culture for virus isolation and the safe disposal of infected materials

has knowledge of health and safety including the use of microbiological safety cabinets, methods for sterilisation and disinfection, preparation of growth media and plates for microbial culture, preparation of cell culture for virus isolation and the safe disposal of infected materials

has knowledge of health and safety including the use of microbiological safety cabinets, methods for sterilisation and disinfection, preparation of growth media and plates for microbial culture, preparation of cell culture for virus isolation and the safe disposal of infected materials

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant chiropodist and podiatrist must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

1b: Professional relationships

The registrant chiropodist and podiatrist must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

empower patients to manage their own foot and related health providing advice to the patient on self-treatment where appropriate

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant chiropodist and podiatrist must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

demonstrate knowledge and skills in the use of C&IT in the context of:

- neurological and vascular assessment

- movement and pressure analysis

- laboratory reports

- on-line and off-line databases

- patient databases

demonstrate knowledge and skills in calculating drug dosages and interpreting physiological, medical and biomechanical data

evaluate and interpret the results of contemporary technologies that aid in patient assessment, e.g. computerised gait analysis

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant chiropodist and podiatrist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

recognise the signs and symptoms of systemic disorders as they manifest in the lower limb and foot with particular reference to:

- diabetes

- rheumatoid and other arthropathies

- cardiovascular disorders

- dermatological disorders

- infections

- neurological disorders

- renal disorders

- developmental disorders

- malignancy

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment

preparation, simulation and delivery

conduct neurological, vascular, biomechanical, dermatological and podiatric assessments

safely undertake treatment and management of a patient presenting with a lower limb problem by demonstrating competency in:

- mechanical debridement of nails and intact and ulcerated skin

- prescription and manufacture of orthoses

- administration of relevant prescription only and non-prescription medicines, the interpretation of any relevant

- pharmacological history and any consequence for patient treatment (legal powers?)

- application of local anaesthesia techniques (legal powers?)

- carrying out surgical procedures for skin and nail conditions

- use of chair-side orthoses

- the use of appropriate physical and chemical therapies

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant chiropodist and podiatrist's actions**The registrant chiropodist and podiatrist must be able to:****2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly**

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user

review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS

3a:

The registrant chiropodist and podiatrist must be able to:

- 3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**
 models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
 the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
 understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
 the role of other professions in health and social care
 the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
 principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy theories and approaches to problem solving and clinical reasoning
 demonstrate knowledge of:
- anatomy and human locomotion
 - histology
 - physiology
 - immunology
 - orthopedics and biomechanics
 - systemic and podiatric pathology
 - podiatric therapeutic sciences
 - behavioral sciences
 - foot health promotion and education
- 3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual**
- 3a.3 demonstrate an understanding of the need for and use of a safe practice environment**
 work in a safe manner and act according to health and safety legislation
 respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures
 understand the principles of management of health and safety, including accident and incident reporting
 understand effective means of control of hazards in the workplace
 select appropriate risk reduction or elimination techniques
 select personal protective equipment and use it correctly
 manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues
 comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others
 ensure the health and safety of all individuals in work environments including the client's home
 undertake risk assessment and management taking into account health & safety legislation
 demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible
 ensure that all infection control hazards are dealt with as soon as possible
 appreciate and understand different types of hazards including fire, electrical, biological, chemical, radiation, manual handling and use of VDUs
 correct applications of and principles of disinfectants, methods for sterilisation and decontamination and dealing with waste and spillages correctly
 immunisation requirements and the role of occupational health

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant clinical scientist must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

develop an experimental protocol to meet the aims and objectives in a way that provides objective and reliable data (free from bias)

perform the required experimental work and to produce and present the results (including statistical analysis)

critically appraise results in the light of existing knowledge and the hypothesis developed, and to formulate further research questions

1b: Professional relationships

The registrant clinical scientist must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

communicate the outcome of problem solving and research and development activities

summarise and present complex scientific ideas using both written and spoken media

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant clinical scientist must be able to:

2a.1 gather appropriate information

identify the clinical decision which the test/intervention will inform

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant clinical scientist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

provide interpretation of data and a diagnostic/therapeutic opinion, including any further action to be taken by the individual directly responsible for the care of the patient

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

develop/devise an investigation strategy taking into account the complete clinical picture

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

demonstrate experience of performing a range of techniques employed in the modality

conform to standard operating procedures and conditions

work with accuracy and precision

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant clinical scientist's actions**The registrant clinical scientist must be able to:****2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly**

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user

review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

make judgements on the effectiveness of procedures

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS**3a:**

The registrant clinical scientist must be able to:

- 3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**
 models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
 the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
 understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
 the role of other professions in health and social care
 the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
 principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy theories and approaches to problem solving and clinical reasoning
 demonstrate a clear understanding of the basic science underpinning the modality in which he or she practices, together with an understanding of basic clinical medicine in selected areas and the fundamental principles of clinical practice
- 3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual**
 demonstrate a strong base of knowledge appropriate to the specialty and to the investigations and therapeutic options available
 apply the knowledge base to the specialty and to the range of procedures/investigations
 understand the wider clinical situation relevant to the patients presenting to the specialty
 understand the clinical applications of the specialty and the consequences of decisions made upon actions and/or advice
 understand the evidence base that underpins the use of the procedures employed by the service
 understand the principles associated with a range of techniques employed in the modality
 demonstrate knowledge of the standards of practice expected from techniques
- 3a.3 demonstrate an understanding of the need for and use of a safe practice environment**
 work in a safe manner and act according to health and safety legislation
 respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures
 understand the principles of management of health and safety, including accident and incident reporting
 understand effective means of control of hazards in the workplace
 select appropriate risk reduction or elimination techniques
 select personal protective equipment and use it correctly
 manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues
 comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others
 ensure the health and safety of all individuals in work environments including the client's home
 undertake risk assessment and management taking into account health & safety legislation
 demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible
 ensure that all infection control hazards are dealt with as soon as possible
 appreciate and understand different types of hazards including fire, electrical, biological, chemical, radiation, manual handling and use of VDUs
 sources of hazard in the workplace, including specimens, raw materials, clinical waste and equipment
 immunisation requirements and the role of occupational health
 correct applications of and principles of disinfectants, methods for sterilisation and decontamination and dealing with waste and spillages correctly
 understand the principles of quality assurance, audit and safety relevant to a specific discipline

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant dietitian must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

demonstrate a working knowledge of the methods commonly used in nutrition research and the ability to evaluate research papers critically

1b: Professional relationships

The registrant dietitian must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

demonstrate the ability to assist individuals and groups to undertake and become committed to self-care activities including diet and exercise and other lifestyle adjustments

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant dietitian must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant dietitian must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

demonstrate a secure understanding of statistics, epidemiology and research skills which will enable evidence to be gathered, interpreted and used to make reasoned conclusions or reach sustainable judgements with respect to dietetic practice

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate sufficient knowledge of food science, catering and administration to allow the dietetic practitioner to advise on safe procedures for food preparation, menu planning, manufacture and handling and be able to interpret food labels which may have nutritional or clinical implications

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

demonstrate sensitivity to the social and cultural factors which shape the individual's lifestyle and which may impact on the individual's health and affect the interaction between the client and dietitian

demonstrate an understanding of the significance and potential effect of psychosocial and economic factors in helping patients to make informed choices about both their dietary treatment and their health care maintenance

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant dietitian's actions

The registrant dietitian must be able to:

2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS**3a:****The registrant dietitian must be able to:**

- 3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**
 models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
 the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
 understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
 the role of other professions in health and social care
 the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
 principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy
 theories and approaches to problem solving and clinical reasoning
 demonstrate a knowledge of sociology, social policy, psychology and health promotion activities relevant to the maintenance of health and which will provide a context for the dietetic management of individual clients or groups
 demonstrate an understanding of basic statistical techniques used in nutrition and dietetics
- 3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual**
 demonstrate competence in using nutritional analysis programmes to analyse food intake records/recipes
- 3a.3 demonstrate an understanding of the need for and use of a safe practice environment**
 work in a safe manner and act according to health and safety legislation
 respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures
 understand the principles of management of health and safety, including accident and incident reporting
 understand effective means of control of hazards in the workplace
 select appropriate risk reduction or elimination techniques
 select personal protective equipment and use it correctly
 manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues
 comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others
 ensure the health and safety of all individuals in work environments including the client's home
 undertake risk assessment and management taking into account health & safety legislation
 demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible
 ensure that all infection control hazards are dealt with as soon as possible

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant occupational therapist must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

1b: Professional relationships

The registrant occupational therapist must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

where appropriate, capitalise on the dynamics within groups in order to harness motivation and active involvement of participants

facilitate group work through understanding group dynamics and roles in order to maximise support, learning and change within groups

when working with and for disabled people, empower them with the aim of enhancing access and opportunities for all

adopt a client-centred approach and establish rapport in order to motivate and involve the client in meaningful occupation

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant occupational therapist must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

use observation to gather information about the functional abilities of clients

listen to a client's story in order to plan for the future

through interview and individual discussion, understand the values, beliefs and interests of clients and their families and carers

use standardised and non standardised assessments to gather information in relation to dysfunction and environmental barriers

select relevant assessment tools to identify occupational and functional needs in the areas of self-care, productivity and leisure

use graded occupations as an essential aspect of the assessment

consider the assessment of both health and social care needs of the client/carer

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

use skills of evaluation and analysis in relation to therapeutic media and its application to self-care, productivity and leisure. Conduct occupational/activity analysis

utilise graded occupations as a framework for evaluation and analysis

make provision for identification and assessment of occupational, physical, psychological, cultural and environmental needs/problems

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant occupational therapist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

use the established theories, models, frameworks and concepts of occupational therapy

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

demonstrate attitudes that ensure that clients' and carers' expressed needs and choices are taken into account in the care management process

based on the assessment results and in partnership with the client, agree the goals and priorities of intervention and the methods to be adopted in relation to self-care, productivity and leisure

select individual occupational therapy interventions that could be utilised - taking into account the unique specific therapeutic needs of clients and carers

select, develop or modify therapeutic media that enable clients to build on their abilities and to limit any dysfunction. The range of occupations used in intervention is vast and should reflect individuals' unique needs. Occupations used include creative and practical activities and environmental adaptations. Occupations used as outcomes include self care, productivity and leisure

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

understand the specific local context of practice including the socio-cultural diversity of the community

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant occupational therapist's actions**The registrant occupational therapist must be able to:****2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly**

gather appropriate information

review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

monitor and review the effectiveness and progress of occupational therapy intervention in negotiation with clients, families and carers. Make any necessary adjustments to achieve agreed objectives

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS

3a:
The registrant occupational therapist must be able to:
3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice
models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
the role of other professions in health and social care
the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy
theories and approaches to problem solving and clinical reasoning
<i>demonstrate knowledge and understanding of activity/occupation as it relates to health and well-being</i>
<i>understand theoretical concepts underpinning occupational therapy, specifically the occupational nature of human beings and how they function in everyday activities</i>
<i>appreciate the origins and development of occupational therapy in order to explain the evolution of the profession towards the current emphasis on autonomy and empowerment of individuals, groups and communities</i>
<i>understand the use of the current philosophical framework for occupational therapy that focuses on client-centredness and the social model of disability</i>
<i>analyse human occupation from an holistic perspective and the demands made on individuals in order to engage in those occupations</i>
<i>understand the impact of occupational dysfunction/deprivation on individuals, families, groups and communities and the importance of restoring opportunities</i>
<i>utilise the informing foundation sciences which are fundamental to everyday practice and interpret them in relation to human functioning and dysfunction</i>
<i>explain the socio-cultural environmental issues that influence the context within which people live and work</i>
<i>acknowledge the impact of inequality, poverty, exclusion, identity, social difference and diversity on occupational performance</i>
<i>value the diversity and complexity of human behaviour through exploring different physical, psychological, environmental, social, emotional and spiritual perspectives</i>
<i>demonstrate knowledge of social, housing and environmental policies and services and their impact on human needs within a diverse society</i>
<i>understand the impact of legislation on the delivery of care</i>
3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual
3a.3 demonstrate an understanding of the need for and use of a safe practice environment
work in a safe manner and act according to health and safety legislation
respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures
understand the principles of management of health and safety, including accident and incident reporting
understand effective means of control of hazards in the workplace
select appropriate risk reduction or elimination techniques
select personal protective equipment and use it correctly
manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues
comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others
ensure the health and safety of all individuals in work environments including the client's home
undertake risk assessment and management taking into account health & safety legislation
demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible
ensure that all infection control hazards are dealt with as soon as possible

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant orthoptist must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

plan, operate and evaluate appropriate vision screening programmes

1b: Professional relationships

The registrant orthoptist must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

elicit and evaluate clinical signs and symptoms to diagnose a range of defects of visual function, binocular vision and eye movements and instigate management strategies for these conditions including referral to other health professionals

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

demonstrate an awareness of the need to participate effectively in the planning, implementation and evaluation of multi-professional approaches to health care delivery by liaising with Ophthalmologists, Optometrists, and other health care professionals

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant orthoptist must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

use investigative techniques to identify ocular defects within a specific population to form a diagnosis and devise an appropriate course of action

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

identify pathological changes and related clinical features of conditions commonly encountered by orthoptists

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant orthoptist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice. They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

demonstrate a critical understanding of the principles governing binocular vision, its investigation and the significance of its presence or absence

demonstrate a critical understanding of the principles governing ocular motility and its relevance to patient management

demonstrate a critical understanding of the principles governing visual function and the development of vision

demonstrate a recognition of the functional and perceptual difficulties that may arise as a result of defective visual function

work effectively as a reflective practitioner in exercising judgements based on awareness of key issues in orthoptics

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

recognise the characteristics and consequences of the ocular condition with regard to issues of ethnicity, gender, religious beliefs and socio-economic status and how these may impact on the patients' health

identify and assess physical, psychological and cultural needs/events or, for example, consider educational needs as well as visual needs of a school aged child undergoing occlusion therapy

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

demonstrate the ability to utilise and implement procedures that can be used diagnostically and therapeutically to address anomalies of binocular vision

effect a change in visual stimuli resulting in a clinically defined outcome, which can be recorded and monitored in a manner appropriate to safe orthoptic practice

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant orthoptist's actions**The registrant orthoptist must be able to:****2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly**

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user

review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

critically appraise research undertaken in the field of ocular motility disorders and how these affect current practice

KNOWLEDGE, UNDERSTANDING AND SKILLS**3a:****The registrant orthoptist must be able to:**

- 3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**
 models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
 the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
 understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
 the role of other professions in health and social care
 the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
 principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy
 theories and approaches to problem solving and clinical reasoning
 ocular alignment and binocular single vision
 the principles of unocular and binocular perception
 the attaining and maintaining of binocular functions
 the development of the sensory functions of ocular alignment, binocular single vision and unocular and binocular perception
 the role of refractive error and its effect on ocular alignment and visual development
 binocular vision and its disruption
 ocular motility systems and their control
 adaptive mechanisms that occur in order to compensate for strabismus or abnormalities of binocular vision
 human anatomy and physiology, emphasising the dynamic relationships of human structure and function and focusing on the central nervous systems, brain and ocular structures
 human growth and development across the lifespan
 other medical conditions and their association with the eye including paediatric, endocrine, autoimmune, oncological and neurological disease
 ophthalmic disease and neuro-ophthalmology
 factors which influence individual variations in human ability and development
 the detailed anatomy and physiology which enables the development of visual sense, visual performance and visual perception
 neuroanatomy and the subsequent effects of disruption of neural pathways
 the development of anatomical substrates and their relevance to the development of binocular single vision and visual function
 how psychology and sociology can inform an understanding of health, illness and health care in the context of orthoptics and the incorporation of this knowledge into orthoptic practices
 human behaviour and sensitivity to the psychosocial aspects of strabismus
- 3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual**
 the role and appropriate selection of pharmacological agents and how they may be utilised in orthoptic practice
 orthoptic and ophthalmological equipment used during the investigative process
 the tests required to aid in differential diagnosis
 the effects of orthoptic and ophthalmological intervention on visual development
 the means by which the refraction and optics can influence vision and binocular vision
 the principles and application of measurement techniques used to assess binocular vision and other ocular conditions, for examples visual fields and biometry
- 3a.3 demonstrate an understanding of the need for and use of a safe practice environment**
 work in a safe manner and act according to health and safety legislation
 respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures
 understand the principles of management of health and safety, including accident and incident reporting
 understand effective means of control of hazards in the workplace
 select appropriate risk reduction or elimination techniques
 select personal protective equipment and use it correctly
 manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues
 comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others
 ensure the health and safety of all individuals in work environments including the client's home
 undertake risk assessment and management taking into account health & safety legislation
 demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible
 ensure that all infection control hazards are dealt with as soon as possible
 appreciate and understand different types of hazards including fire, electrical, biological, chemical, radiation, manual handling and use of VDUs

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant paramedic must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

demonstrate a range of integrated skills and self awareness sufficient to manage clinical challenges effectively in unfamiliar circumstances or situations

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

demonstrate an ability to maintain a high standard of professional effectiveness by adopting appropriate strategies for physical and psychological self-care during interactions with patients

demonstrate a level of spatial awareness and critical self-awareness compatible with the delivery of high standards of paramedic care

demonstrate an ability to care for him/herself and to operate with an appropriate degree of self-protection consistent with maintaining an acceptable standard of care for a patient

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

demonstrate an awareness of the need to be able to organise and participate in group activities relevant to the development and enhancement of paramedic practice as a profession

1b: Professional relationships

The registrant paramedic must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

demonstrate an understanding of the range and limitations of operational relationships between paramedics and other health care professionals

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

demonstrate a critical awareness of the principles and practices of other health care professionals and health care systems and how they interact with the role of a paramedic

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant paramedic must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

conduct a thorough and detailed physical examination of the patient using observations, palpatory and other assessment skills to inform clinical reasoning and to guide the formulation of possible paramedic diagnoses

apply patient assessment skills across all age ranges, (new-born to elderly), leading to possible diagnosis and treatment plus calling for specialist help such as BASICS

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant paramedic must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

select and use a wide range of paramedic techniques and patient management skills

demonstrate an awareness of the indications and contra-indications of using specific paramedic techniques or their modification

adapt a paramedic technique and justify its use in relation to the patient outcome

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant paramedic's actions**The registrant paramedic must be able to:****2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly**

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user

review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS**3a:****The registrant paramedic must be able to:**

- 3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**
- models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
- the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
- understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
- the role of other professions in health and social care
- the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
- principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy
- theories and approaches to problem solving and clinical reasoning
- demonstrate a detailed and integrated knowledge of human anatomy and physiology, sufficient to understand the nature and effects of injury or illness and to conduct assessment and observation in order to establish patient management strategies
- demonstrate knowledge and understanding of (biological sciences):*
- human anatomy and physiology emphasising the dynamic relationships of human structure and function and focusing on the musculoskeletal, cardiorespiratory and nervous systems
 - how the application of paramedic practice may cause physiological and behavioural change
 - human growth and development across the lifespan
 - the factors influencing individual variations in human function
- demonstrate knowledge and understanding of (physical sciences):*
- specific principles and theories from physics, biomechanics, electronics and ergonomics that can be applied to paramedic practice
 - the means by which the physical sciences can inform the understanding and analysis of information used to determine a diagnosis
 - the principles and application of measurement techniques based on biomechanics or electrophysiology
- demonstrate knowledge and understanding of (behavioural sciences):*
- psychological and social factors that influence an individual in health and illness
 - how psychology and sociology can inform an understanding of health, illness and health care in the context of paramedic practice and the incorporation of this knowledge into paramedic practice
 - theories of communication including interpersonal skills, effective interaction with patients, peers, managers, carers and other health care professionals
 - learning theories
 - team working and leadership
- demonstrate knowledge and understanding of (clinical sciences):*
- pathological changes and related clinical features of conditions commonly encountered by paramedics
 - the changes that result from paramedic practice, including physiological, pharmacological, behavioural and functional
 - the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
 - principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective paramedic practice
 - the theories supporting problem solving and clinical reasoning
- 3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual.**
- demonstrate a thorough and critical understanding of the theory, principles and practice of paramedic practice*
- demonstrate knowledge and understanding of the use of the following airway management techniques, as well as knowledge of when and how each airway adjunct can be utilised to best effect:
- endotracheal tube placement
 - laryngeal mask airway
 - needle thoracocentesis
 - needle cricothyroidotomy
 - oropharyngeal and nasopharyngeal airways
 - hand powered and battery powered suction devices
- demonstrate knowledge and understanding of the management of cardio-pulmonary resuscitation scenarios across the full age range of patients (new-born to elderly) including:
- basic Life Support for new-born, infant, child and adult patients
 - advanced Life Support for new-born, infant and adult patients
 - the use of both Automated External Defibrillators and Manual Defibrillators
- demonstrate knowledge and understanding of fluid resuscitation / replacement*
- IV access
 - external jugular vein cannulation
 - IO access
 - fluid therapy
- demonstrate understanding of the administration of, and knowledge of when to administer drugs authorised for use by HPC registered Paramedics by the Prescriptions Only Medicines (Human Use) Order 1997
- demonstrate knowledge of the indications, contraindications, therapeutic effects, side effects and dosages of the aforementioned drugs
- demonstrate a knowledge of basic pharmacology that encompasses the pharmacodynamics and pharmacokinetics of the aforementioned drugs

demonstrate knowledge and understanding of the reasons for and application of the full range of immobilisation and support equipment in line with current pre-hospital care guidelines, across all age ranges (new-born to elderly)

demonstrate knowledge and understanding of the reasons and application of the full range of ambulance equipment found on a front line A&E Ambulance in line with current pre-hospital care guidelines, across all age ranges (new-born to elderly)

demonstrate knowledge and understanding of dealing with multi casualty situations (such as multiple RTA, Fire - Persons Reported) and the management of major incidents as defined by the Department of Health

demonstrate skill in blood pressure measurement manual and electronic

demonstrate skill in chest auscultation

demonstrate skill in IM/SC injection

demonstrate skill in glucose analysis by blood glucose monitoring

3a.3 demonstrate an understanding of the need for and use of a safe practice environment

work in a safe manner and act according to health and safety legislation

respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures

understand the principles of management of health and safety, including accident and incident reporting

understand effective means of control of hazards in the workplace

select appropriate risk reduction or elimination techniques

select personal protective equipment and use it correctly

manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues

comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others

ensure the health and safety of all individuals in work environments including the client's home

undertake risk assessment and management taking into account health & safety legislation

demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible

ensure that all infection control hazards are dealt with as soon as possible

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant prosthetist and orthotist must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

recognise the need to develop and maintain current psychomotor skills necessary for effective patient assessment and management

ensure that skills development satisfies medico-legal requirements of practice and meets the needs of the work place

posses an awareness of quality specification of componentry within quality guidelines

comply with the local infection control policy and take appropriate action

ensure appropriate precautions are take to protect patients and colleagues from the risk of cross infection using those standards of sterilisation which are considered to be professionally appropriate

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

1b: Professional relationships

The registrant prosthetist and orthotist must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

promote good communication with the technical staff, to ensure the appropriateness, and quality of the Orthosis, Prosthesis

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant prosthetist and orthotist must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment
 use contemporary technologies that aid in patient assessment, e.g. computerised gait analysis equipment
 complete an accurate clinical assessment the prosthetists and/or orthotists should be able to analyse normal and abnormal gait, locomotor function and movement using both qualitative and quantitative means
 ensure he/she is aware of patient weight and potential level of activity, and the uses that the supplied Prosthesis and/or Orthosis will be subject to. This is part of the health and safety assessment
 demonstrate competence in data acquisition including measurement, casting and where necessary rectification for a prosthesis or orthosis
 demonstrate competence in orthotic or prosthetic prescription. Where a prescription is for a bespoke item, all components of the prescription must be manufactured/assembled under the direct supervision of the prosthetist and/or orthotist. A risk analysis should be undertaken when prescribing a non-approved combination of components from differing manufacturers

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

demonstrate the ability to analyse normal and abnormal gait, locomotor function and movement using both qualitative and quantitative means

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant prosthetist and orthotist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice
 demonstrate a working knowledge of the methods commonly used in health care research
 demonstrate a logical and systematic approach to problem solving
 evaluate research and other evidence to inform their own practice
 consider the identified goals of the client in relation to the choice of intervention
 demonstrate an understanding and awareness of psychology of loss and disability as it affects and influences prosthetic and orthotic management, and an ability to apply such understanding to clinical decision-making
 demonstrate an understanding and awareness of specification of componentry within quality and manufacturers' guidelines

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice
 demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology
 demonstrate appropriate tactile skills (eg taping, padding and strapping, footwear modifications, casted and non-casted orthoses)
 assess factors important to the relevant material specification of Prostheses and Orthoses. Apply these design processes to the device
 demonstrate an awareness of the social factors affecting the rehabilitation of the patient

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups
 take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient
 demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

2b.4 conduct appropriate treatment/therapy or other actions safely and skilfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner
 ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery
 maintain all equipment to a high standard
 use equipment and machinery to undertake data collection and manufacture where and when required in a safe and competent manner
 provide, where appropriate a suitable cast to accompany the written information
 review and evaluate the supply, fit and delivery of any device on an ongoing basis. This evaluation process will form part of the review mechanism and should include: body-device interface; functional alignment; mechanical integrity; functional suitability; cosmesis; patient needs and clinical effectiveness; patient's expectations

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records
 demonstrate an awareness of the principles of using information technology in modern practice
 demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research
 demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant prosthetist and orthotist's actions

The registrant prosthetist and orthotist must be able to:

2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS

3a:
The registrant prosthetist and orthotist must be able to:
3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice
models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
the role of other professions in health and social care
the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy
theories and approaches to problem solving and clinical reasoning
provide a detailed and integrated knowledge of human structure and function with special emphasis on the human musculoskeletal system
demonstrate a knowledge of the pathophysiology of human disease and general genetic principles relevant to that experienced by a prosthetist and/or orthotist, and an ability to recognise disorders not amenable to orthotic or prosthetic treatment
demonstrate a knowledge of relevant materials, their properties and their appropriate application to orthotic and/or prosthetic hardware and clinical practice
demonstrate a knowledge of basic biomechanical principles and the appropriate application of forces to the human body following prescription and supply of an orthosis or prosthesis in a manner which makes the application of such forces effective and safe in an episode of treatment
demonstrate a sound knowledge and understanding of the key aspects of the theoretical basis of Prosthetic and Orthotic science
3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual
3a.3 demonstrate an understanding of the need for and use of a safe practice environment
work in a safe manner and act according to health and safety legislation
respond appropriately to Information, instruction and training and the requirement to follow local safety policy and procedures
understand the principles of management of health and safety, including accident and incident reporting
understand effective means of control of hazards in the workplace
select appropriate risk reduction or elimination techniques
select personal protective equipment and use it correctly
manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues
comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others
ensure the health and safety of all individuals in work environments including the client's home
undertake risk assessment and management taking into account health & safety legislation
demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible
ensure that all infection control hazards are dealt with as soon as possible
demonstrate a knowledge of appropriate moving and handling techniques

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant physiotherapist must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

1b: Professional relationships

The registrant physiotherapist must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant physiotherapist must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant physiotherapist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

discuss rationale for the use of therapeutic exercise

form a diagnosis on the basis of physiotherapy assessment

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

set goals and construct specific individual and group exercise programmes

select, plan, implement and manage physiotherapy treatment aimed at the facilitation and restoration of movement and function

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

deliver and evaluate exercise programmes

apply safe and effective selection and application of therapeutic exercise, manual therapy and/or electrotherapeutic modalities in order to alleviate patient symptoms and restore optimum function

demonstrate skill in the application of mobilisation, respiratory physiotherapy, neuro-therapeutic handling and massage techniques

demonstrate skill in the application of different concepts and approaches that inform the development of these physiotherapy interventions

demonstrate skill in facilitation and restoration of movement and function

apply the principles of electrotherapy through the application of a range of modalities, based on the utilisation of electrical, thermal, light, sonic and magnetic energy, that are used to bring about physiological and therapeutic effects to alleviate

patient symptoms and restore optimum function

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant physiotherapist's actions**The registrant physiotherapist must be able to:****2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly**

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user

review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS**3a:****The registrant physiotherapist must be able to:****3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**

models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management

the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction

understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies

the role of other professions in health and social care

the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness

principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy

theories and approaches to problem solving and clinical reasoning

*demonstrate knowledge and understanding of biological sciences including:**normal anatomy and physiology with an appreciation of the dynamic relationships of human structure and function (focussing on the neuro-muscular, musculo-skeletal, cardio-vascular and respiratory systems)**patterns of human growth and development across the lifespan**factors influencing individual variations in human ability and health status**how the application of physiotherapy can cause physiological and structural change**demonstrate knowledge and understanding of physical sciences including:**specific principles and theories from physics, biomechanics, applied exercise science and ergonomics that can be applied to physiotherapy**the means by which the physical sciences can inform the understanding and analysis of movement and function**the principles and application of measurement techniques based on biomechanics or electrophysiology**the application of anthropometric and ergonomic principles**demonstrate knowledge and understanding of clinical sciences including:**pathological changes and related clinical features commonly encountered in physiotherapy practice**physiological, structural, behavioural and functional changes that can result from physiotherapy intervention and disease progression**the importance of taking a holistic approach to the management of individuals' problems and conditions, informed by a commitment to patient partnership**the specific contribution that physiotherapy can potentially make to enhancing individuals' functional ability, together with the evidence base for this***3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual****3a.3 demonstrate an understanding of the need for and use of a safe practice environment**

work in a safe manner and act according to health and safety legislation

respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures

understand the principles of management of health and safety, including accident and incident reporting

understand effective means of control of hazards in the workplace

select appropriate risk reduction or elimination techniques

select personal protective equipment and use it correctly

manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues

comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others

ensure the health and safety of all individuals in work environments including the client's home

undertake risk assessment and management taking into account health & safety legislation

demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible

ensure that all infection control hazards are dealt with as soon as possible

demonstrate a knowledge of appropriate moving and handling techniques

EXPECTATIONS OF A HEALTH PROFESSIONAL

a: Professional autonomy and accountability

The registrant radiographer must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems.

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

practise in accordance with current legislation governing the use of ionising radiation for medical and other purposes

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem.

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

Diagnostic radiographers only: manage complex and unpredictable situations including the ability to adapt planned diagnostic imaging examinations or interventions accordingly, to manage adverse and critical care incidents, and to prioritise workload and use of resources.

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

Diagnostic radiographers only: demonstrate a commitment to public health promotion and education, and the importance of healthy living and health screening for disease avoidance and early disease detection.

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

b: Professional relationships

The registrant radiographer must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals.

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

Therapeutic radiographers only: demonstrate an ability to interpret and effectively act upon information referred from other health care professionals, in order to maximise health gain whilst minimising radiation dose to the patient

Therapeutic radiographers only: demonstrate effective participation in inter-professional approaches to oncology management

Therapeutic radiographers only: sustain professional working relationships with colleagues involved in the examination, treatment and care of patients with cancer and other related illness

Therapeutic radiographers only: collaborate with professionals and external agencies in the provision of continuing care for patients with cancer

Therapeutic radiographers only: collaborate with external agencies providing continuing and palliative care services for cancer patients and their families

<p>1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team</p>
<p>1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers</p> <p>demonstrate an secure understanding of how professional communication skills can affect therapeutic outcomes</p> <p>demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means</p> <p>demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups</p> <p>appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability</p> <p>recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment</p> <p>demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English</p> <p>ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient</p> <p><i>Therapeutic radiographers only: demonstrate effective communication with the patient accurately reflecting the nature of the radiotherapy procedure and ensuring valid and informed consent has been obtained before progressing to treatment delivery</i></p> <p><i>Therapeutic radiographers only: provide insight into, and skill in understanding the behaviour of people undergoing radiotherapy within the oncology setting</i></p> <p><i>Diagnostic radiographers only: demonstrate an awareness of the psychology of illness, anxiety and uncertainty and the likely behaviour of patients undergoing diagnostic radiographic procedures, as well as that of their carers</i></p> <p><i>Diagnostic radiographers only: advise other health care professionals about the relevance and application of other imaging modalities to the patient's needs, particularly the use of ultrasound, magnetic resonance imaging and nuclear medicine procedures</i></p>
<p>1.b.5 demonstrate effective communication throughout the care of the patient, client or user</p> <p>use effective interpersonal skills which encourage active participation from clients</p> <p><i>Therapeutic radiographers only: provide long term follow up and reviews of common and complex treatment related side effects</i></p> <p><i>Therapeutic radiographers only: modify practice to accommodate the individual needs of every patient, with particular regard for those with special needs or posing specific risks, for example those with methycillin resistant staphylococcus aureus</i></p>

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

1: Identification and assessment of health and social care needs

The registrant radiographer must be able to:

2a.1 gather appropriate information

collect information from a wide range of sources and formats including the use of electronic document systems, digital images, radiographic images and laboratory reports.

Therapeutic radiographers only: collect information from a wide range of sources, including, patient history, radiographic images and biochemical reports, and by a variety of methods, including physical, verbal, electronically generated and from graphical representations.

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment.

Therapeutic radiographers only: demonstrate the ability to assess, monitor and care for the patient before, during and after irradiation.

Diagnostic radiographers only: identify and assesses the impact that the imaging examination and its consequences may have upon the physical and psychological needs of patients.

Diagnostic radiographers only: ability to perform the full range of plain film and standard contrast agent examinations, including those requiring to be undertaken on patients suffering from acute trauma, and where the patients medical, physical or mental health needs require examinations to be carried out in non-standard imaging environments.

Diagnostic radiographers only: manage and assist with fluoroscopic and complex contrast agent procedures.

Diagnostic radiographers only: undertake computed tomographic (CT) examinations of the head and neck, assist with CT examinations of the chest and abdomen in acute trauma cases, and contribute effectively to other computed tomographic studies.

Diagnostic radiographers only: assess the information supplied on referral requests and justify the imaging procedures to be undertaken.

Diagnostic radiographers only: select imaging modalities and techniques appropriate to the patient's needs.

Diagnostic radiographers only: manipulate exposure and image recording parameters to optimal effect.

Diagnostic radiographers only: utilise to best effect the processing and related technology supporting film based imaging and computer based imaging systems.

Diagnostic radiographers only: use digital imaging technology effectively to maximise diagnostic outcome and minimise radiation detriment.

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

Therapeutic radiographers only: accurately interrogate and process data in order to conduct treatment preparation procedures and deliver radiotherapy efficiently and effectively.

Therapeutic radiographers only: demonstrate an ability to scrutinise and interpret the radiation prescription in such a way that radiotherapy is delivered accurately and reproducibly.

Diagnostic radiographers only: interrogate and process data accurately in order to conduct the imaging procedure most appropriate to the patient's needs.

Diagnostic radiographers only: use effectively the information technology based image acquisition, storage, retrieval and manipulation systems currently available.

b: Formulation and delivery of plans and strategies for meeting health and social care needs

the registrant radiographer must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

Therapeutic radiographers only: demonstrate an appreciation of the problems encountered at the patient/radiation technology interface and find appropriate solutions to such problems

Therapeutic radiographers only: select and justify treatment techniques and immobilisation procedures appropriate to the patient's physical and disease management requirements

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

demonstrate detailed knowledge of radiation science, medicine and relevant research, the ability to debate and apply the risk-benefit philosophy to radiation exposure to protect both individual patients and the population gene pool

Therapeutic radiographers only: demonstrate expertise in mathematical processes involved in radiation dose calculations and distribution

Therapeutic radiographers only: demonstrate confidence and competence in engaging with the information technology associated with therapeutic radiography, in particular, image registration, data transfer systems between treatment preparation and delivery, parameter selection and confirmation systems, and digital imaging systems

Diagnostic radiographers only: demonstrate the application of numerical and statistical skills pertinent to diagnostic radiographic management data

Diagnostic radiographers only: demonstrate confidence and competence in engaging with the information technology associated with diagnostic radiography, in particular analogue and digital imaging systems, data transfer and storage systems, and selection of exposure and imaging parameters

Diagnostic radiographers only: appreciate the potential problems encountered at the patient/imaging technology interface and demonstrate the ability to find appropriate solutions

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

Critical evaluation of the impact of, or response to, the registrant radiographer's actions

1. registrant radiographer must be able to:

2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly

conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes

demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data

demonstrate an ability to reflect on the barriers to change, plan and take appropriate action

demonstrate the ability to adapt the treatment as a result of evaluating outcomes

demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors

demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs

recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention

demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors

demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

use clinical supervision as a regular form of reflection on practice

contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others

evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history

participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes

demonstrate an appreciation of the role of audit and review in quality management

maintain an effective audit trail and work towards continual improvement

recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities

demonstrate an understanding of the principles of quality control and quality assurance

use quality control and quality assurance techniques including restorative action when performance deteriorates

demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice

demonstrate the ability to justify their treatments or interventions

demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention

demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice

use recognised outcome measures where possible

demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS

a:

he registrant radiographer must be able to:

- 3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice**
- models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management
- the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction
- understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies
- the role of other professions in health and social care
- the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness
- principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy
- theories and approaches to problem solving and clinical reasoning
- Therapeutic radiographers only: demonstrate knowledge and understanding of the physical principles of radiation generation, interaction, modification and protection underpinning radiation therapy*
- Therapeutic radiographers only: demonstrate knowledge and understanding of the risk benefit philosophy and principles involved in the practice of therapeutic radiography*
- Therapeutic radiographers only: demonstrate an understanding of the radiobiological principles on which the practice of therapeutic radiography is based*
- Therapeutic radiographers only: demonstrate knowledge of the biochemical science of radiation pathophysiology*
- Therapeutic radiographers only: demonstrate knowledge of the structure and function of the human body in health and disease, with particular emphasis on regional and cross sectional anatomy of the head and trunk, histology, haematology, and the lymphatic and immune systems*
- Therapeutic radiographers only: demonstrate knowledge and understanding of the diagnostic procedures, investigations and physiological symptoms which result in patients being referred for radiotherapy*
- Therapeutic radiographers only: demonstrate detailed knowledge and understanding of oncology, the pathophysiology of solid and systemic malignancies, epidemiology, aetiology and the management and impact of cancer*
- Therapeutic radiographers only: demonstrate knowledge of concurrent and common pathologies and mechanisms of disease*
- Therapeutic radiographers only: demonstrate knowledge and understanding of the capability, applications and range of technological equipment used in therapeutic radiography*
- Therapeutic radiographers only: demonstrate knowledge and understanding of radiation dosimetry and the principles of dose calculation systems used, within radiotherapy including multidimensional radiotherapy computer modelling*
- Therapeutic radiographers only: demonstrate knowledge of the pharmacology of drugs used in the relief of symptoms commonly encountered within the oncology setting, cytotoxic drugs, hormonal agents, imaging contrast agents and radiopharmaceuticals*
- Therapeutic radiographers only: understand of the methods of administration of drugs*
- Therapeutic radiographers only: understand of the philosophy underpinning the development of the profession of radiography and the practice of therapeutic radiography*
- Therapeutic radiographers only: demonstrate knowledge of behavioural and communication sciences, and in depth understanding of their relevance and application to the care of people with cancer and undergoing cancer treatment, particularly radiation therapy*
- Therapeutic radiographers only: understand the role of the therapeutic radiographer in the promotion of health and health education in relation to cancer prevention and treatment*
- Therapeutic radiographers only: understand the current developments and trends in the science and practice of radiography and cancer management and therapy*
- Therapeutic radiographers only: demonstrate knowledge and understanding of the quality assurance processes in place within radiotherapy and their relationship to current legislation*
- Therapeutic radiographers only: demonstrate knowledge and understanding of the legislative, policy, ethical and research frameworks that underpin, inform and influence the practice of therapeutic radiographers*
- Therapeutic radiographers only: demonstrate detailed knowledge of all legislation relating to the use of ionising radiation within radiotherapy and the oncology setting*
- Therapeutic radiographers only: demonstrate sound understanding of the concepts and principles involved in the practice of therapeutic radiography and how these inform and direct clinical judgement and decision-making*
- Therapeutic radiographers only: demonstrate an ability to formulate and provide information to patients and their carers about the treatment process and procedures with regular reappraisal of their information needs*
- Therapeutic radiographers only: demonstrate a knowledge of a wide range of health screening and health promotion activities and the ability to evaluate the health information needs of the individual patient*
- Therapeutic radiographers only: demonstrate an ability to undertake complex radiation dose delivery calculations involving a range of radiation types and energies*

Diagnostic radiographers only: demonstrate detailed knowledge and understanding of, and proficiency in the proper justification of all radiation exposures

Diagnostic radiographers only: demonstrate detailed knowledge of human anatomy (including common variant anatomy), radiographic anatomy, physiology and pathology to enable identification of normal and aberrant structures and to determine the adequacy of a set of medical images related to the patient's medical history and presenting signs and symptoms

Diagnostic radiographers only: demonstrate knowledge of common mechanisms of injury and disease, resulting trauma and pathologies and their resultant imaging appearances

Diagnostic radiographers only: demonstrate knowledge and understanding of the capability, application and range of technological equipment used in diagnostic radiography

Diagnostic radiographers only: demonstrate detailed knowledge and understanding of radiation dosimetry and radiation dose minimisation as applied to diagnostic imaging procedures, and the radiation doses and dose limits of examinations carried out

Diagnostic radiographers only: demonstrate knowledge of the pharmacology of drugs and contrast agents used during diagnostic imaging procedures

Diagnostic radiographers only: understand the methods of administration of drugs

Diagnostic radiographers only: understand of the philosophy underpinning the development of the profession of radiography and the practice of diagnostic radiography

Diagnostic radiographers only: understand the role of the diagnostic radiographer in the promotion of health, health education and health screening

Diagnostic radiographers only: demonstrate knowledge of behavioural and communication sciences, and in depth understanding of their relevance and application to people undergoing diagnostic imaging procedures and interventions

Diagnostic radiographers only: understand the current developments and trends in the science and practice of radiography and diagnostic imaging modalities and techniques

Diagnostic radiographers only: demonstrate knowledge and understanding of the quality assurance processes in place within diagnostic radiography, and their relationship to current legislation

Diagnostic radiographers only: demonstrate knowledge and understanding of the legislative, policy, ethical and research frameworks that underpin, inform and influence the practice of diagnostic radiographers

Diagnostic radiographers only: demonstrate appropriate mathematical skills to enable him or her manipulate exposure parameters and to calculate drug and contrast agent dosages effectively

Diagnostic radiographers only: demonstrate knowledge of venepuncture

Diagnostic radiographers only: demonstrate proficiency in all basic life support skills

Diagnostic radiographers only: demonstrate sufficient knowledge of relevant clinical skills and procedures to enable him or her to initiate and maintain patient care for patients undergoing imaging examinations

Diagnostic radiographers only: demonstrate an ability to remove and re-apply dressings and splints appropriately and in a safe, effective and considerate manner

Diagnostic radiographers only: demonstrate expertise in mathematical processes involved in calculating and selecting exposure and image manipulation parameters

Diagnostic radiographers only: demonstrate confidence and competence in engaging with the information technology associated with diagnostic radiography, in particular analogue and digital imaging systems, data transfer and storage systems, and selection of exposure and imaging parameters

3a.2	<p>demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual</p>
	<p><i>detailed knowledge of the science of X-ray production and interaction with matter, radiation physics and radiobiology</i></p>
	<p><i>ability to understand, articulate and integrate proficient radiation protection into all radiographic practice</i></p>
3a.3	<p>demonstrate an understanding of the need for and use of a safe practice environment</p>
	<p><i>work in a safe manner and act according to health and safety legislation</i></p>
	<p><i>respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures</i></p>
	<p><i>understand the principles of management of health and safety, including accident and incident reporting</i></p>
	<p><i>understand effective means of control of hazards in the workplace</i></p>
	<p><i>select appropriate risk reduction or elimination techniques</i></p>
	<p><i>select personal protective equipment and use it correctly</i></p>
	<p><i>manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues</i></p>
	<p><i>comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others</i></p>
	<p><i>ensure the health and safety of all individuals in work environments including the client's home</i></p>
	<p><i>undertake risk assessment and management taking into account health & safety legislation</i></p>
	<p><i>demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible</i></p>
	<p><i>ensure that all infection control hazards are dealt with as soon as possible</i></p>
	<p><i>appreciate and understand different types of hazards including fire, electrical, biological, chemical, radiation, manual handling and use of VDUs</i></p>
	<p><i>ensure the physical and radiation safety of all individuals in his or her immediate work environment is secured at all time</i></p>
	<p><i>ensure the accurate positioning and immobilisation of the patient for safe and accurate treatment preparation, simulation and delivery</i></p>
	<p><i>Therapeutic radiographer only: ensure the effective operation of radiotherapy equipment to ensure safety and accuracy</i></p>
	<p><i>Therapeutic radiographer only: demonstrate a knowledge of appropriate moving and handling techniques</i></p>
	<p><i>Therapeutic radiographer only: adherence to health and safety standards of first line resuscitation</i></p>
	<p><i>Diagnostic radiographer only: demonstrate an understanding and application of the scientific basis of safe practice in all diagnostic imaging modalities</i></p>

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

The registrant speech and language therapist must be able to:

1a.1 understand and practise within the legal and ethical boundaries of their profession

be able to demonstrate a knowledge of the regulations of the Health Professions Council as applied to their profession

be able to demonstrate an awareness of the appropriate professional ethics and propriety in the use of the Internet and other forms of IT information sharing systems

respect and uphold the rights, dignity and autonomy of every patient and their role in the therapeutic process

1a.2 practise in a non-discriminatory manner

1a.3 maintain the principles and practise of confidentiality and informed consent

1a.4 exercise a professional duty of care

1a.5 recognise the limits of their practice and seek advice and guidance as and when appropriate

demonstrate the ability to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem

demonstrate the ability to initiate resolution of problems and to exercise personal initiative

1a.6 recognise the need for effective self-management of work/case load and practise accordingly

1a.7 recognise the obligation to maintain fitness to practise

understand the importance of maintaining health and care for themselves

1a.8 show commitment to career-long self-directed learning that promotes professional development for maintaining and enhanced quality of service

demonstrate familiarity with information technology in the pursuit of effective practice

understand the importance of and, where appropriate, provide evidence of additional training for specialist areas of work, e.g. dysphagia, hearing impairment, dyslexia and children with complex needs

1b: Professional relationships

The registrant speech and language therapist must be able to:

1.b.1 recognise the professional and personal scope of their practice and make referrals where appropriate

show an understanding of health education and how it relates to communication and swallowing

1.b.2 work, where appropriate, with other professionals, support staff, patients, clients and users, and their relatives and carers

build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team

in the spirit of partnership working, engage patients, clients, users and carers in planning and evaluating to ensure that treatments and interventions meet their needs and goals

demonstrate a level of skill in the use of information technology consistent with the effective and efficient management of modern practice, including the ability to interact with other health care professionals

communicate in English to the standard equivalent to the International English Language Testing System (IELTS) level 8 (with no element below 7.5)

1.b.3 contribute effectively to work undertaken as part of a multi-disciplinary team

1.b.4 demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers

demonstrate a secure understanding of how professional communication skills can affect therapeutic outcomes

demonstrate the ability to select, move between and use appropriate forms of communication with patients, clients, users and colleagues whilst maintaining appropriate confidentiality and non-discriminatory behaviour using verbal and non-verbal means

demonstrate an ability to recognise the characteristics and consequences of non-verbal communication and issues of ethnicity, gender, religious beliefs and socio-economic status as they may impact on the health of individuals and groups

appreciate the assessment of patients is highly dependant on effective communication skills. This should be modified to address potential barriers, eg age, physical and learning disability

recognise their duty to provide the patient, parent or legal guardian with the information necessary to enable the patient to make a balanced judgement in deciding whether to submit to the proposed treatment

demonstrate that every attempt has been made to select a suitable interpreter through appropriate channels with the skills and experience to provide an effective interpretation service with patients where the first language is not English

ensure that the relationship with a patient is based on mutual respect and trust and that high standards of care are maintained in situations of personal incompatibility with a patient

recognise and value the client and family religion and/or culture that may affect perceptions and attitudes towards communication difficulties

1.b.5 demonstrate effective communication throughout the care of the patient, client or user

use effective interpersonal skills which encourage active participation from clients

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs

The registrant speech and language therapist must be able to:

2a.1 gather appropriate information

2a.2 use appropriate assessment techniques

demonstrate the ability to undertake a thorough, sensitive and appropriately detailed patient assessment, utilising appropriate assessment techniques and equipment

administer and interpret a range of published and self-generated assessment tools (including, where appropriate, phonetic transcription, linguistic analyses, instrumental analyses and psycholinguistic assessment) to describe and analyse clients' abilities and needs

2a.3 undertake or arrange clinical investigations as appropriate

2a.4 analyse and evaluate the information collected

demonstrate confidence in understanding, manipulating, interpreting and presenting numerical and narrative data

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

The registrant speech and language therapist must be able to:

2b.1 use research, reasoning and problem solving skills to make judgements/decisions in determining appropriate actions

show an understanding of why health professionals need to be involved in research and its value to the systematic evaluation of practice They need to be able to conduct evidence-based practice and participate in audit procedures and the systematic evaluation of practice

demonstrate a working knowledge of the methods commonly used in health care research

demonstrate a logical and systematic approach to problem solving

evaluate research and other evidence to inform their own practice

consider the identified goals of the client in relation to the choice of intervention

2b.2 draw on appropriate knowledge and skills in order to make professional judgements

assimilate and assess critically new concepts, and initiate and promote changes in practice

demonstrate an ability to use information technology to support practice as appropriate and an awareness of the developments in information technology

apply relevant knowledge from the domains of communication disorder, linguistics, phonetics, psychology and biomedical sciences to the identification, differential diagnosis and assessment of a range of communication and swallowing disorders

2b.3 formulate specific and appropriate management plans, for meeting needs/problems and setting these within a timescale

recognise and adapt practice to meet the needs of different client groups

take into consideration physical, psychological, social, environmental, cultural, occupational activity and economic factors in the management of the patient

demonstrate an understanding of how principles are expressed and translated into action through a number of different management approaches and how to select or modify techniques to meet the needs of the individual patient

identify the influence of situational context on clients' communicative functioning

recognise the possible contribution of social, psychological and medical factors to clients' communication difficulties

evaluate the effects of communication difficulties on the psychosocial well-being of clients and their families/carers

2b.4 conduct appropriate treatment/therapy or other actions safely and skillfully and in accordance with best/evidence-based practice

consider the safety of both the patient, client or user and themselves as the practitioner

ensure accurate positioning and (if needed) immobilisation of the patient, client or user for safe and accurate treatment preparation, simulation and delivery

2b.5 maintain records appropriately

understand the need to apply local protocols and guidelines to the handling of clinical information and keep accurate, legible, records

demonstrate an awareness of the principles of using information technology in modern practice

demonstrate a knowledge of the practical use of information technology, which may be used for record keeping or clinical research

demonstrate the ability and commitment to record clinical findings using only accepted terminology and abbreviations

2c: Critical evaluation of the impact of, or response to, the registrant speech and language therapist's actions

The registrant speech and language therapist must be able to:

2c.1 monitor and review the ongoing effectiveness of the planned activity and modify accordingly

- conduct ongoing evaluation of the management plan against treatment milestones using recognised health outcome measures and revise the treatment plan as necessary in negotiation with the patient, client or user
- review, and if necessary modify management plans in the light of experience and consultation, clearly setting out the options and potential outcomes
- demonstrate an awareness of the need to monitor and evaluate the quality of practice and to contribute to the generation of data
- demonstrate an ability to reflect on the barriers to change, plan and take appropriate action
- demonstrate the ability to adapt the treatment as a result of evaluating outcomes
- demonstrate a justification for the decision to continue, modify or cease treatment based on the critical consideration of the evidence acquired during the evaluation of the individual and any other relevant factors
- demonstrate an open-minded approach and acceptance of treatment outcomes that do not conform to expectations but which meet individual patient, client or user needs
- recognise and deal with unexpected and possibly damaging changes and to incorporate their evaluation of these into a revised form of intervention negotiated with the patient, client or user
- demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and factual evidence relevant to the response of an individual patient, client or user to a treatment or intervention
- demonstrate justification for the decision to continue, modify or cease treatment based upon the critical consideration of the evidence acquired during the evaluation of the patient, client or user and any other relevant factors
- demonstrate the ability to evaluate clinical findings in order to recognise adverse reactions to treatments or interventions and to initiate appropriate responses, including referral when appropriate

2c.2 audit, reflect on and review practice

- use clinical supervision as a regular form of reflection on practice
- contribute to case conferences and other appropriate clinical reviews of progress and learn from the contributions of others
- evaluate the contribution of treatments or interventions within a patient, client or user's total care package and case history
- participate in (internal and external) quality assurance programmes, together with showing an understanding and appreciation of the role and value of such programmes
- demonstrate an appreciation of the role of audit and review in quality management
- maintain an effective audit trail and work towards continual improvement
- recognise effective means of recording the outcome of self-monitoring and reflection on clinical activities
- demonstrate an understanding of the principles of quality control and quality assurance
- use quality control and quality assurance techniques including restorative action when performance deteriorates
- demonstrate the ability to discuss and critically evaluate research findings, and how these may impact on their practice
- demonstrate the ability to justify their treatments or interventions
- demonstrate the ability to gather and organise a comprehensive range of qualitative and quantitative data and evidence relevant to the response of an individual to the treatment or intervention
- demonstrate an ability to critically evaluate information and to engage in the process of reflection (both formal and informal) in order to inform professional practice
- use recognised outcome measures where possible
- demonstrate commitment to self evaluation of actions and activities by the use of clinical audit and evidence-based practice

KNOWLEDGE, UNDERSTANDING AND SKILLS**3a:**

The registrant speech and language therapist must be able to:

3a.1 demonstrate an understanding of the key concepts of the disciplines of the biological, physical, social, psychological and clinical sciences that underpin and are relevant to their profession-specific practice

models of health, disease, illness and mental disorder and how these inform a critical consideration of patient care and management

the structure and function of the human body, relevant to their practice, together with a knowledge of disease, disorder and dysfunction

understand the principles of scientific enquiry including a knowledge of the research process including quantitative and qualitative methodologies

the role of other professions in health and social care

the theoretical basis of assessment and treatment and the scientific evaluation of effectiveness

principles of evaluation and research methodologies which enable the integration of theoretical perspectives and research evidence into the design and implementation of effective physiotherapy

theories and approaches to problem solving and clinical reasoning

linguistics, including phonetics, psycholinguistics, sociolinguistics and normal processing at all levels

biomedical and medical sciences as relevant to the development and maintenance of communication and swallowing

psychology, as relevant to normal and impaired communication, psychological and social well-being

sociology, as relevant to the person in society, including education, health, workplace and a multicultural society

educational philosophy and practice, language and literacy

therapeutic contexts, models and processes

ethical and moral issues in relation to practise

3a.2 demonstrate an understanding of how professional principles are expressed and translated into action through a number of different treatment and management approaches and how to select or modify approaches to meet the needs of an individual

developmental speech and language disorders

acquired speech and language disorders

voice disorders

fluency disorders

swallowing disorders

cognitive disorders (developmental and acquired)

3a.3 demonstrate an understanding of the need for and use of a safe practice environment

work in a safe manner and act according to health and safety legislation

respond appropriately to information, instruction and training and the requirement to follow local safety policy and procedures

understand the principles of management of health and safety, including accident and incident reporting

understand effective means of control of hazards in the workplace

select appropriate risk reduction or elimination techniques

select personal protective equipment and use it correctly

manage and organise the environment efficiently and effectively to ensure high standards for patient care and the safety of patients and colleagues

comply with risk management procedures and recognise factors that can affect the health of the practising professional and develop a strategy to minimise risk of harm to self and to others

ensure the health and safety of all individuals in work environments including the client's home

undertake risk assessment and management taking into account health & safety legislation

demonstrate an awareness of the need to maintain a clean and infection free environment wherever possible

ensure that all infection control hazards are dealt with as soon as possible