Transferable Role Template

Career Framework Level 4

Assistant Practitioner Psychology Assistant Mental Health Low Secure

Level Descriptors
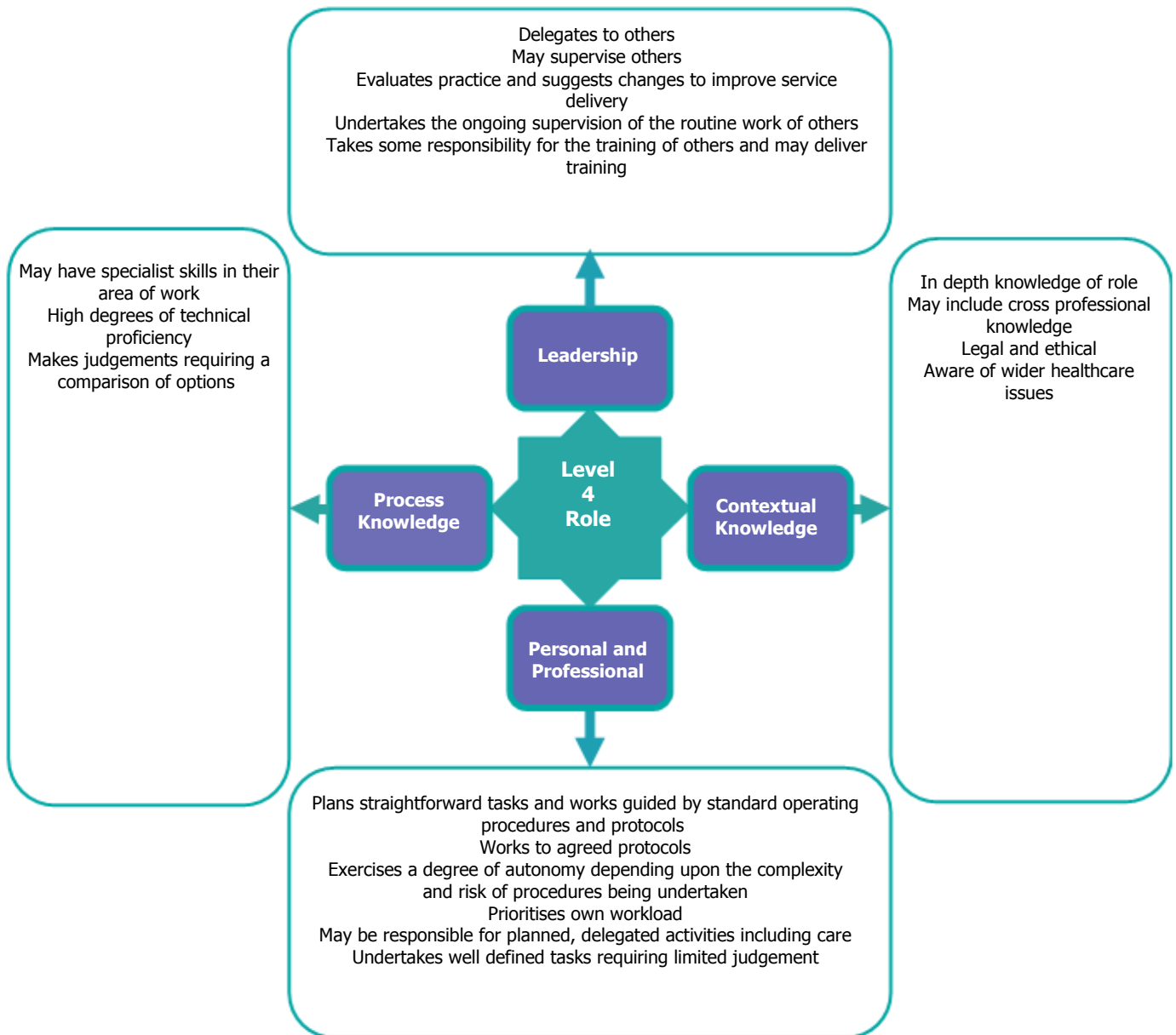## Key characteristics of a Level 4 Role

Leadership

Delegates to others
May supervise others
Evaluates practice and suggests changes to improve service delivery
Undertakes the ongoing supervision of the routine work of others
Takes some responsibility for the training of others and may deliver training

Process Knowledge

May have specialist skills in their area of work
High degrees of technical proficiency
Makes judgements requiring a comparison of options

Contextual Knowledge

In depth knowledge of role
May include cross professional knowledge
Legal and ethical
Aware of wider healthcare issues

Level 4 Role

Personal and Professional

Plans straightforward tasks and works guided by standard operating procedures and protocols
Works to agreed protocols
Exercises a degree of autonomy depending upon the complexity and risk of procedures being undertaken
Prioritises own workload
May be responsible for planned, delegated activities including care
Undertakes well defined tasks requiring limited judgement

Definition of the Level 4 Role

People at level 4 require factual and theoretical knowledge in broad contexts within a field of work. Work is guided by standard operating procedures, protocols or systems of work, but the worker makes judgments, plans activities, contributes to service development and demonstrates self- development. They may have responsibility for supervision of some staff.

Example of Role at Level 4

Assistant Practitioner:

Assistant practitioners have a required level of knowledge and skill enabling them to undertake tasks that may otherwise have been undertaken by a practitioner. They will have developed specific technical skills and have a high degree of technical proficiency. They will exercise a degree of autonomy and undertake well defined tasks requiring limited judgement. They may have line management responsibility for others.

An assistant practitioner is a worker who competently delivers health and/or social care to and for people. They have a required level of knowledge and skill beyond that of the traditional healthcare assistant or support worker. The assistant practitioner would be able to deliver elements of health and social care and undertake clinical work in domains that have previously only been within the remit of registered professionals. The assistant practitioner may transcend professional boundaries. They are accountable to themselves, their employer, and more importantly, the people they serve.

The characteristics of an assistant practitioner have been developed by Skills for Health working with focus groups of employers and other stakeholders.

Basic Information:

Named Role	**Assistant Practitioner Psychology Assistant Mental Health Low Secure**
Area of work	Mental Health
Role Family	AHPs, Nursing
Experience required	N/A
Career Framework Level	4

Summary of Role

First developed in 2010 as a result of work undertaken by Yorkshire and the Humber SHA, and West Yorkshire Lifelong Learning Network. The role has a level core, clinical core, specific NOS for cancer and forensic mental health.

Scope of the Role

Working as part of a team in a low secure forensic mental health setting the role holder will work with individuals to enable them to prepare for reintroduction to the community where relevant and to support ongoing assessment and treatment.

All level 4 transferable roles have the following common/core competences. All competences are national occupational standards (NOS)

Specific competences have been identified for each role.

Any additional competences specific to the locality should then be identified locally using the Skills for Health competence tools and the health functional map and added to the template using the same format.

Level 4 Core Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
1. COMMUNICATION	1.2	Communicate effectively	GEN97 Communicate effectively in a healthcare environment http://tools.skillsforhealth.org.uk/competence/show/html/id/3001
2. PERSONAL & PEOPLE DEVELOPMENT	2.1.1	Develop your own practice	SCDHSC0023 Develop your own knowledge and practice http://tools.skillsforhealth.org.uk/competence/show/html/id/3517
	2.1.2	Reflect on your own practice	GEN23 Monitor your own work practices http://tools.skillsforhealth.org.uk/competence/show/html/id/2051
3. HEALTH SAFETY & SECURITY	3.5.1	Ensure your own actions reduce risks to health and safety	IPC2.2012 Perform hand hygiene to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3309
			PROHSS1 Make sure your own actions reduce risks to health and safety http://tools.skillsforhealth.org.uk/competence/show/html/id/3327
			PMWRV1 Make sure your actions contribute to a positive and safe working culture http://tools.skillsforhealth.org.uk/competence/show/html/id/4027
	3.5.2	Protect individuals from abuse	SCDHSC0024 Support the safeguarding of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3518
5. QUALITY	5.1.1	Act within the limits of your competence and authority	GEN63 Act within the limits of your competence and authority http://tools.skillsforhealth.org.uk/competence/show/html/id/85
	5.1.2	Manage and organise your own time and activities	HT4 Manage and organise your own time and activities http://tools.skillsforhealth.org.uk/competence/show/html/id/2501
6. EQUALITY & DIVERSITY	6.1	Ensure your own actions support equality of opportunity and diversity	SCDHSC0234 Uphold the rights of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3506
B. HEALTH INTERVENTION	B2.1	Obtain information from individuals about their health status and needs	CHS169 Comply with legal requirements for maintaining confidentiality in healthcare http://tools.skillsforhealth.org.uk/competence/show/html/id/2820
D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY	D2.4	Maintain information / record systems	CFA_BAD332 Store and retrieve information using a filing system http://tools.skillsforhealth.org.uk/competence/show/html/id/4104

H. MANAGEMENT & ADMINISTRATION	H1.3.1	Contribute to the effectiveness of teams	SCDHSC0241 Contribute to the effectiveness of teams http://tools.skillsforhealth.org.uk/competence/show/html/id/3509
	H2.6	Receive and pass on messages and information	ESKITU020 Use digital communications http://tools.skillsforhealth.org.uk/competence/show/html/id/4150

Role Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
1. COMMUNICATION	1.2	Communicate effectively	SCDHSC0031 Promote effective communication http://tools.skillsforhealth.org.uk/competence/show/html/id/3413
	1.3	Support individuals to communicate	SCDHSC0021 Support effective communication http://tools.skillsforhealth.org.uk/competence/show/html/id/3515
	1.4	Develop relationships with individuals	SCDHSC0233 Develop effective relationships with individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3505
	1.5	Provide information, advice and guidance	GEN14 Provide advice and information to individuals on how to manage their own condition http://tools.skillsforhealth.org.uk/competence/show/html/id/377
			SCDHSC0026 Support individuals to access information on services and facilities http://tools.skillsforhealth.org.uk/competence/show/html/id/3536
2. PERSONAL & PEOPLE DEVELOPMENT	2.1.1	Develop your own practice	GEN12 Reflect on and evaluate your own values, priorities, interests and effectiveness http://tools.skillsforhealth.org.uk/competence/show/html/id/375
			CFAM&LAA2 Develop your knowledge, skills and competence http://tools.skillsforhealth.org.uk/competence/show/html/id/3769
	2.1.3	Make use of supervision	GEN36 Make use of supervision http://tools.skillsforhealth.org.uk/competence/show/html/id/2296
	2.2.1	Support the development of the knowledge and practice of individuals	GEN35 Provide supervision to other individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/2295
3. HEALTH SAFETY & SECURITY	3.5.1	Ensure your own actions reduce risks to health and safety	GEN1 Ensure personal fitness for work http://tools.skillsforhealth.org.uk/competence/show/html/id/372
			IPC6.2012 Use personal protective equipment to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3365

	3.6	Promote safe and effective working	SCDHSC0032 Promote health, safety and security in the work setting http://tools.skillsforhealth.org.uk/competence/show/html/id/3414
5. QUALITY	5.3.1	Comply with an audit/inspection of data and information	HI10.2010 Comply with an external audit of data and information in a health context http://tools.skillsforhealth.org.uk/competence/show/html/id/2983
A. ASSESSMENT	A2.3	Assess an individual with a suspected health condition	CHS118 Form a professional judgement of an individual's health condition http://tools.skillsforhealth.org.uk/competence/show/html/id/434
B. HEALTH INTERVENTION	B10.2	Provide first aid to an individual	CHS36 Provide basic life support http://tools.skillsforhealth.org.uk/competence/show/html/id/906
	B14.2	Implement care plans/programmes	SCDHSC0025 Contribute to implementation of care or support plan activities http://tools.skillsforhealth.org.uk/competence/show/html/id/3535

Facets of Role (National Occupational Standards):

Underpinning Principle	Reference Function		Competence
ID 0121 AP YORKSHIRE SPECIFIC PSCH MENTAL HEALTH	FACET	A facet of the role.	
1. COMMUNICATION	1.3	Support individuals to communicate	SCDHSC0369 Support individuals with specific communication needs http://tools.skillsforhealth.org.uk/competence/show/html/id/3462
			SCDHSC0370 Support the use of technological aids to promote independence http://tools.skillsforhealth.org.uk/competence/show/html/id/3464
			SCDHSC0371 Support individuals to communicate using interpreting and translation services http://tools.skillsforhealth.org.uk/competence/show/html/id/3465
	1.4	Develop relationships with individuals	FMH10 Make and maintain personal and professional boundaries with individuals in a secure setting http://tools.skillsforhealth.org.uk/competence/show/html/id/2270
2. PERSONAL & PEOPLE DEVELOPMENT	2.2.1	Support the development of the knowledge and practice of individuals	SCDHSC0348 Support individuals to access learning, training and development opportunities http://tools.skillsforhealth.org.uk/competence/show/html/id/3452
			SCDHSC0211 Support individuals to take part in development activities http://tools.skillsforhealth.org.uk/competence/show/html/id/3520
3. HEALTH SAFETY & SECURITY	3.5.1	Ensure your own actions reduce risks to health and safety	FMH12 Manage hostility and risks with non-cooperative individuals, families and carers http://tools.skillsforhealth.org.uk/competence/show/html/id/2274
	3.5.2	Protect individuals from abuse	SCDHSC0035 Promote the safeguarding of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3417
			SCDHSC0395 Contribute to addressing situations where there is risk of danger, harm or abuse http://tools.skillsforhealth.org.uk/competence/show/html/id/3477
	3.6	Promote safe and effective working	FMH5 Minimise the risks to an individual and staff during clinical interventions and violent and aggressive episodes http://tools.skillsforhealth.org.uk/competence/show/html/id/2266
			SCDHSC0032 Promote health, safety and security in the work setting http://tools.skillsforhealth.org.uk/competence/show/html/id/3414

	3.7	Monitor procedures to control risks to health and safety	FMH7 Prevent the entry or passing of banned and restricted items into a secure unit http://tools.skillsforhealth.org.uk/competence/show/html/id/2268
	3.10.2	Respond to health and safety related incidents	CFAWRV7 Resolve and evaluate work-related violent incidents http://tools.skillsforhealth.org.uk/competence/show/html/id/3617
6. EQUALITY & DIVERSITY	6.2	Promote equality of opportunity and diversity	SCDHSC3111 Promote the rights and diversity of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3540
A. ASSESSMENT	A2.4	Assess an individual's needs arising from their health status	CHS86 Assess individual's psychological, social and emotional needs for rehabilitation http://tools.skillsforhealth.org.uk/competence/show/html/id/2252
	A2.4	(Contd..) Assess an individual's needs arising from their health status	MH18.2012 Identify the physical health needs of individuals with mental health needs http://tools.skillsforhealth.org.uk/competence/show/html/id/3377
			AF2.2012 Carry out assessment to identify and prioritise needs in a substance misuse setting http://tools.skillsforhealth.org.uk/competence/show/html/id/3389
			SCDHSC0414 Assess individual preferences and needs http://tools.skillsforhealth.org.uk/competence/show/html/id/3486
			AF3.2014 Carry out comprehensive assessment for alcohol and other substances http://tools.skillsforhealth.org.uk/competence/show/html/id/3920
	A2.5	Agree courses of action following assessment	CHS45 Agree courses of action following assessment to address health and wellbeing needs of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/2219
			MH20.2013 Use a recovery focused approach in working alongside the person with mental health needs and agree plans to meet their needs http://tools.skillsforhealth.org.uk/competence/show/html/id/3826
	A2.6	Identify individuals at risk of developing health needs	AF1.2012 Carry out screening and referral assessment in a substance misuse setting http://tools.skillsforhealth.org.uk/competence/show/html/id/3388
	A2.7	Undertake a risk assessment in relation to a defined health need	FMH4 Support an individual to reduce the risk and impact of self-harming behaviour http://tools.skillsforhealth.org.uk/competence/show/html/id/2265
			FMH3 Observe an individual who presents a significant imminent risk to themselves or others http://tools.skillsforhealth.org.uk/competence/show/html/id/2267

B. HEALTH INTERVENTION	B1.1	Obtain valid consent for interventions or investigations	HPC1 Obtain valid consent for healthcare interventions in a custodial setting http://tools.skillsforhealth.org.uk/competence/show/html/id/2400
	B3.1.1	Plan activities, interventions or treatments to achieve specified health goals	MH98 Prepare, discuss and agree a plan for counselling therapy http://tools.skillsforhealth.org.uk/competence/show/html/id/2630
	B3.1.1	(Contd..) Plan activities, interventions or treatments to achieve specified health goals	SCDHSC0329 Support individuals to plan, monitor and review the delivery of services http://tools.skillsforhealth.org.uk/competence/show/html/id/3440
	B3.3.3	Move and position individuals	SCDHSC0223 Contribute to moving and positioning individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3528
	B3.4.2	Refer individuals to services for treatment and care	FMH17 Transfer an individual to another secure setting http://tools.skillsforhealth.org.uk/competence/show/html/id/2279
			AA1.2014 Recognise problematic use of alcohol or other substances and refer individuals to services http://tools.skillsforhealth.org.uk/competence/show/html/id/3916
	B14.2	Implement care plans/programmes	SCDHSC0025 Contribute to implementation of care or support plan activities http://tools.skillsforhealth.org.uk/competence/show/html/id/3535
	B14.3	Deliver therapeutic activities	AI2.2012 Help individuals address their substance misuse through an action plan http://tools.skillsforhealth.org.uk/competence/show/html/id/3391
			SCDHSC0393 Promote participation in agreed therapeutic group activities http://tools.skillsforhealth.org.uk/competence/show/html/id/3475
	B16.1	Support individuals during and after clinical/therapeutic activities	FMH11 Support an individual in forensic mental health care to participate in treatment http://tools.skillsforhealth.org.uk/competence/show/html/id/2273
			SCDHSC0352 Support individuals to continue therapies http://tools.skillsforhealth.org.uk/competence/show/html/id/3456
			SCDHSC0212 Support individuals during therapy sessions http://tools.skillsforhealth.org.uk/competence/show/html/id/3521
			SCDHSC0224 Monitor the condition of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3529

	B16.2	Support individuals who are distressed	SCDHSC0226 Support Individuals who are distressed http://tools.skillsforhealth.org.uk/competence/show/html/id/3531
	B16.3	Assist individuals in undertaking activities	SCDHSC0347 Support individuals to access employment http://tools.skillsforhealth.org.uk/competence/show/html/id/3451
	B16.3	(Contd..) Assist individuals in undertaking activities	SCDHSC0210 Support individuals to participate in recreational activities http://tools.skillsforhealth.org.uk/competence/show/html/id/3519
			MH38.2013 Enable people with mental health needs to choose and participate in activities that are meaningful to them http://tools.skillsforhealth.org.uk/competence/show/html/id/3830
			MH42.2013 Enable people with mental health needs to participate in activities and networks http://tools.skillsforhealth.org.uk/competence/show/html/id/3831
	B16.4	Support individuals to retain, regain and develop the skills to manage their lives and environment	CHS79 Support individuals who express a wish to stop smoking http://tools.skillsforhealth.org.uk/competence/show/html/id/1982
			FMH16 Help an individual prepare for transition from secure institutional to community living http://tools.skillsforhealth.org.uk/competence/show/html/id/2278
			FMH20 Provide a safe environment for family members and individuals to meet http://tools.skillsforhealth.org.uk/competence/show/html/id/2282
			AB2.2012 Support individuals who misuse substances http://tools.skillsforhealth.org.uk/competence/show/html/id/3373
	B16.4	(Contd..) Support individuals to retain, regain and develop the skills to manage their lives and environment	SCDHSC0343 Support individuals to live at home http://tools.skillsforhealth.org.uk/competence/show/html/id/3447
			SCDHSC0344 Support individuals to retain, regain and develop skills to manage their daily living http://tools.skillsforhealth.org.uk/competence/show/html/id/3448
			SCDHSC0345 Support individuals to manage their financial affairs http://tools.skillsforhealth.org.uk/competence/show/html/id/3449

			SCDHSC0346 Support individuals to manage direct payments http://tools.skillsforhealth.org.uk/competence/show/html/id/3450
			SCDHSC0349 Support individuals to access housing and accommodation services http://tools.skillsforhealth.org.uk/competence/show/html/id/3453
			SCDHSC0351 Implement development activities to meet individuals' goals, preferences and needs http://tools.skillsforhealth.org.uk/competence/show/html/id/3455
	B16.4	(Contd..) Support individuals to retain, regain and develop the skills to manage their lives and environment	SCDHSC0382 Support individuals to manage change in their lives http://tools.skillsforhealth.org.uk/competence/show/html/id/3468
			SCDHSC0225 Support individuals to carry out their own healthcare and monitoring procedures http://tools.skillsforhealth.org.uk/competence/show/html/id/3530
			SCDHSC0027 Support individuals in their daily living http://tools.skillsforhealth.org.uk/competence/show/html/id/3537
			SCDHSC0028 Support individuals to make journeys http://tools.skillsforhealth.org.uk/competence/show/html/id/3538
			SCDHSC0029 Support individuals to meet their domestic and personal needs http://tools.skillsforhealth.org.uk/competence/show/html/id/3539
			AH10.2014 Work with individuals to encourage a reduction in harmful alcohol consumption and drinking behaviour http://tools.skillsforhealth.org.uk/competence/show/html/id/3924
	B16.5	Support individuals and carers to cope with the emotional and psychological aspects of healthcare activities	FMH13 Help an individual to feel more psychologically secure http://tools.skillsforhealth.org.uk/competence/show/html/id/2275

	B16.5	(Contd..) Support individuals and carers to cope with the emotional and psychological aspects of healthcare activities	FMH14 Enable an individual to differentiate between positive and negative behaviours and understand the consequences http://tools.skillsforhealth.org.uk/competence/show/html/id/2276
			FMH15 Increase the individuals capacity to manage negative or distressing thoughts and emotional states http://tools.skillsforhealth.org.uk/competence/show/html/id/2277
			SCDHSC0332 Promote individuals' positive self esteem and sense of identity http://tools.skillsforhealth.org.uk/competence/show/html/id/3443
			SCDHSC0350 Support the spiritual well-being of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3454
			SCDHSC0356 Support individuals to deal with relationship problems http://tools.skillsforhealth.org.uk/competence/show/html/id/3457
	B17	Work in collaboration with carers in the caring role	SCDHSC0387 Work in partnership with carers to support individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3472
			SCDHSC0389 Work with carers, families and key people to maintain contact with individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3473
C. HEALTH PROMOTION & PROTECTION	C2.1	Encourage behavioural change in people and agencies to promote health and wellbeing	SCDHSC0398 Support individuals with programmes to promote positive behaviour http://tools.skillsforhealth.org.uk/competence/show/html/id/3478
	C2.2	Provide information to individuals, groups and communities about promoting health	HT2 Communicate with individuals about promoting their health and wellbeing http://tools.skillsforhealth.org.uk/competence/show/html/id/2499

	C2.2	(Contd..) Provide information to individuals, groups and communities about promoting health	SCDHSC3103 Contribute to raising awareness of health issues http://tools.skillsforhealth.org.uk/competence/show/html/id/3423
	C2.3	Facilitate the development of community groups / networks	SCDHSC3102 Work with community networks and partnerships http://tools.skillsforhealth.org.uk/competence/show/html/id/3422
			SCDHSC3104 Support the development of networks to achieve planned outcomes http://tools.skillsforhealth.org.uk/competence/show/html/id/3424
			SCDHSC0331 Support individuals to develop and maintain social networks and relationships http://tools.skillsforhealth.org.uk/competence/show/html/id/3442
			SCDHSC0394 Contribute to the provision of support groups http://tools.skillsforhealth.org.uk/competence/show/html/id/3476
			SCDHSC0244 Support individuals in the community http://tools.skillsforhealth.org.uk/competence/show/html/id/3512
	C2.4	Enable people to address issues relating to their health and wellbeing	HT3 Enable individuals to change their behaviour to improve their own health and wellbeing http://tools.skillsforhealth.org.uk/competence/show/html/id/2500
			SCDHSC3112 Support individuals to manage their own health and social well-being http://tools.skillsforhealth.org.uk/competence/show/html/id/3419
	C2.4	(Contd..) Enable people to address issues relating to their health and wellbeing	MH63.2013 Work with people and significant others to develop services to improve their mental health http://tools.skillsforhealth.org.uk/competence/show/html/id/3833
E. FACILITIES & ESTATES	E1.3.2	Clean areas	SCDHSC0246 Maintain a safe and clean environment http://tools.skillsforhealth.org.uk/competence/show/html/id/3514
	E2.1.3	Support and control visitors to services and facilities	SCDHSC0245 Receive visitors in health and social care settings http://tools.skillsforhealth.org.uk/competence/show/html/id/3513
H. MANAGEMENT & ADMINISTRATION	H1.3.1	Contribute to the effectiveness of teams	SCDHSC3100 Participate in inter-disciplinary team working to support individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3420

	H2.6	Receive and pass on messages and information	SCDHSC3115 Process information for use in decision-making http://tools.skillsforhealth.org.uk/competence/show/html/id/3411
			SCDHSC0242 Deal with messages and information http://tools.skillsforhealth.org.uk/competence/show/html/id/3510

Locality Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function	Competence
	None Assigned	

Indicative Learning and Development

Transferable role	**Assistant Practitioner Psychology Assistant Mental Health Low Secure**
Formal endorsed learning	
Informal learning	
Summary of learning and development including aims and objectives	
Duration	
National Occupational Standards used	
Credits (including framework used)	
Accreditation	
APEL and progression	
Programme structure	
Continuous Professional Development	NOT SPECIFIED
Resources required, e.g. placement learning, preceptors, accredited assessors etc	
Quality Assurance	
Policies included in learning programme documentation	
Funding	

Leading to registration or membership with:	

References & Further Information:

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