

Allied Health Professional Band 4 Assistant Practitioner Consultation with Professional Bodies

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Introduction

An apprenticeship levy was brought in by the UK government in April 2017. This has led to discussions around developing clear career pathways for apprenticeships within the NHS, in order to support the current workforce. This report focuses on the academic Level 5 apprenticeship for employees supporting Allied Health Professionals (AHPs). NHS England determines AHPs to refer to 14 specific professions (see Appendix A for the contact details of their professional bodies). This report will refer to Agenda for Change banding, used for all staff employed within AHP departments within the NHS.

The AHP council, which is part of South Yorkshire and Bassetlaw Integrated Care System (SYB ICS), was keen to explore apprenticeships that support AHPs. Therefore, a working group was established to consider developing a framework to support the establishment and expansion of Band 4 AHP Assistant Practitioner roles in the ICS, utilising the Level 5 apprenticeship as appropriate. This report is a result of one of the scoping exercises.

Apprenticeships related to specific roles in the NHS are usually between academic Levels 3-7 (see Appendix C for details of apprenticeships pertaining to AHP qualifications). This report focuses on academic Level 5 apprenticeships, which is often intended for employees who will work in a Band 4 role. Band 4 employees usually do not need an honours degree to work in the NHS. Therefore, this report does not concern qualified professionals who may work in a Band 4 role for a variety of reasons.

Both regionally and nationally, there is a variety of terminology for employees working in a Band 4 role alongside AHPs. These include support worker, therapy assistant, clinical assistant, and technician. For the purposes of clarity, this report will refer to these employees as Band 4 Assistant Practitioners. Many professional bodies reported that they also have Band 3 Assistant Practitioners, but this is out of the scope of this report.

Further information regarding the generic standards for Assistant Practitioner apprenticeships can be found in Appendix B. Training routes vary, both between professional groups and within professions. One proposal is that all Band 4 Assistant Practitioners should be trained to an academic Level 5. Note that there are examples of Band 4 Assistant Practitioners currently being trained to Level 4, for instance Associate Mammographers. It is not yet clear whether someone, who has undergone the Level 5 apprenticeship, will meet the current entry requirements for a traditional route Level 6 degree.

Current training offered to Band 4 Assistant Practitioners prepares employees for tasks within their scope of practice. Assistant Practitioners work under the direction and supervision of a Health and Care Professions Council (HCPC) / General Osteopathic Council registered AHP who holds responsibility for the assessment and treatment plan of the patient. The duties and scope of practice of Assistant Practitioners will be determined by their employer. This usually should not exceed any guidelines published by the relevant professional body. However, some employers indemnify Assistant Practitioners to work beyond the professional body's scope of practice, such as Radiography Assistant Practitioners. The scope of practice in terms of delegation does vary between professions. In some professions, tasks are always delegated e.g. in Prosthetics/Orthotics. Other professional groups may allow for a certain degree of autonomy within the Band 4 role e.g. Physiotherapy, Occupational Therapy, Speech and Language Therapy.

Assistant Practitioners are not regulated by HCPC, unlike Band 4 Nursing Associates who are regulated by the Nursing and Midwifery Council. There are also Band 4 Nursing Assistant Practitioners who are not regulated, who tend to be trained in a speciality. Additionally, 5 professional bodies do not offer membership to employees in a Band 4 role if they do not have qualified status (see Appendix E).

Primary and Secondary Aims from Contacting Professional Bodies

As part of the initial scoping work, all 14 AHP professional bodies were contacted (see Appendix A for a list of the professional bodies and contact details).

Primary Aim

The primary aim of contacting the professional bodies was to establish the status of Band 4 Assistant Practitioners and whether they had any guidance or documentation related to the Band 4 Assistant Practitioner role. This is a rapidly changing picture, however the intention was to examine the current information available in early 2020. The report will largely focus on the information discovered pertaining to the primary aim.

Secondary Aim

The secondary aim was to determine whether there was any data for employees working in a Band 4 role and for those who had, or were, completing the Level 5 apprenticeship.

Status of Band 4 Assistant Practitioners within each Professional Body (Primary aim)

There are existing foundation degrees that are available through a Level 5 apprenticeship route. Regionally, this is via Sheffield Hallam University (Higher Education Institute; HEI) and delivered via Sheffield, Doncaster, Dearne Valley (Rotherham) and Barnsley colleges (Further Education Institutes; FEIs).

The information below has either been provided by the professional body or sourced elsewhere.

British Association of Art Therapists, British Association of Drama Therapists, British Association of Music Therapy

The professional bodies advised that qualified employees undertake a master's (Level 7) programme and therefore begin their careers in a Band 6 or Band 7 role. This means that Assistant Practitioner roles are not thought to be common at present. However, this may change in the future with apprenticeship routes.

A Healthcare Assistant Practitioner Apprenticeship with Specialism in Arts in Health, Level 5 Foundation Degree, has been trialled at Brunel University since 2018. This [report](#) has further details. Graduates are usually employed at a Band 4/5 role. The students' final intentions are usually aimed towards activity coordinator, nursing and/or therapy roles. Further studying would be required if aiming for qualified status roles within nursing or therapy.

The College of Podiatry

The professional body recognises Band 3 and 4 Podiatry Assistant Practitioner roles. The Band 3 Assistant Practitioner role is usually largely administrative, with some activities to support clinical work. The Band 4 Assistant Practitioner role usually includes direct clinical engagement with patients. Note that, whilst Chiropody remains a protected title, the preferred and modernised term across the profession and regulator is Podiatrist.

British Dietetic Association

The professional body recognises Band 4 Dietetic Assistant Practitioner roles.

Royal College of Occupational Therapists

The professional body recognises Band 4 Occupational Therapy Assistant Practitioner roles.

College of Operating Department Practitioners

The professional body recognises Assistant Theatre Practitioners: after successfully completing a Foundation Science Assistant Theatre Practitioner (or equivalent) foundation degree (Level 5), they are able to work in the circulating role and scrub role (for approved procedures only). Other Band 4 roles in operating theatres include Nursing Associates, who are regulated by the Nursing and Midwifery Council. A [position statement](#) was published on 23/03/20 from the Perioperative Care Collaborative regarding 'The Role of the Perioperative Healthcare Assistant in the Surgical Care Team'.

British and Irish Orthoptic Society

The professional body recognises Band 4 Orthoptist Assistant Practitioner roles, although there is no NHS job profile, given the variety of roles nationally. In England, the competencies are locally developed. In Wales, there is a well-developed educational package for the sub-speciality of Ophthalmology, supported by Health Education and Improvement Wales. An apprenticeship Level 6 programme for qualified status has not yet been developed, which may impact on career development.

Institute of Osteopathy

Band 4 Osteopathy Assistant Practitioners are not known to exist in the NHS. Career pathways across Band 2-4 are not the focus of current strategy for the Institute of Osteopathy, although scoping of Osteopathy roles within the NHS is ongoing. Approximately 5% of qualified Osteopaths work within the NHS, and usually work between Band 5, and more commonly at a Band 6-8a. There are currently increasing numbers of Osteopaths successfully applying to work as first contact Musculoskeletal practitioners. An apprenticeship Level 6 programme for qualified status has not yet been developed.

College of Paramedics

Non-paramedic “ambulance worker” programmes are delivered for employees, often termed as ambulance support staff, ambulance person practitioner, emergency care assistant, emergency care support worker, or emergency medical technician. Training within this role is at an academic Level 4, either in-house or through FutureQuals, with pay at a Band 4-5 grade (depending on the individual service and progression on the training programme). There are very few Band 3 roles, which are usually located within patient transport services.

At present, there are two options for paramedic training:

Employees join an ambulance services that are advertising a student paramedic pathway and are trained in support roles to Paramedics. At this point, the role may have titles such as ambulance person practitioner or emergency support worker. The employee may undertake a probationary period before they decide to apply for a Level 6 apprenticeship programme, which is known colloquially as a “learn as you earn” route. This will have allowed them some time to experience what the role is like before committing to the formal apprenticeship programme approved by HCPC.

Employees undertake a Paramedic programme, either a Level 5 diploma (across 2 years), a Level 6 degree (across 3 years), or a Level 7 degree (across 2 years, usually for employees, such as nurses and physiotherapists, who are retraining to become paramedics). The formal training programme to become a Paramedic involves day release in Yorkshire to Sheffield Hallam or Hull University.

Qualified Paramedic academic routes will change from the 1st September 2021, which may impact on the Assistant Practitioner apprentice route. The Paramedic Evidence Based Education Project (2014) has set the threshold entry for Paramedics to a minimum of a Level 6 honours degree level, rather than the historical foundation degree or diploma level (Level 5). The Apprenticeship pathway for qualified practitioner status will therefore be academically at Level 6, with graduates entering a Band 5 role. The Yorkshire Ambulance Service NHS Trust will be working in partnership with a local HEI, likely Huddersfield University.

After graduation as a Paramedic, the routes are different across the different countries. In Scotland, Paramedics immediately enter a Band 6 role. In Ireland, because Stormont has been dissolved,

Paramedics remain in a Band 5 role, but there are discussions to use the same model as England and Wales. In England and Wales, the Paramedic applies to the HCPC register and then applies to an ambulance service or other employer. They start on a Newly Qualified Paramedic pathway through a preceptorship, on a Band 5 role. The preceptorship takes up to 2 years, with a small percentage being fast-tracked. Once the person passes their preceptorship, they are moved to a Band 6 role, as it includes independent autonomous practice, discharging patients, and mentoring other employees.

Chartered Society of Physiotherapy (CSP)

The professional body recognises Band 4 Physiotherapy Assistant Practitioner roles.

The CSP have developed a capability guide (see Appendix D), to showcase good governance for those undertaking delegated physiotherapy work. The CSP is also a trade union, therefore, are concerned that Band 3/4 employees may be either not working to full capability or working out of scope. The CSP feel that good governance ensures patient safety, but that Band 4 employees do not necessarily require regulation.

British Association of Prosthetists and Orthotists (BAPO)

The professional body recognises Band 4 Orthotist / Prosthetist Assistant Practitioner roles.

In Prosthetics and Orthotics, a Band 4 role is typically labelled a clinical assistant, historically known as an LOP (Limited Orthotic Practitioner). At present, training is usually provided locally on an adhoc basis, with no formal qualification. However, the profession does endorse the generic Skills for Health Assistant Practitioner Apprenticeship Health Standards (see Appendix B). BAPO expect all clinical assistants to be trained to the standards of this curriculum, regardless of whether they have achieved this as a formal apprenticeship or through other local training means. It is necessary that the employer tops up these generic skills with Prosthetic and Orthotic specific knowledge and practical training relevant to the care provided.

Society and College of Radiographers

The professional body recognises Trainee Assistant Practitioner (mostly Band 3) and Radiography Assistant Practitioner roles (mostly Band 4). Four universities offer [College of Radiographer](#) approved Assistant Practitioner education programmes, two of which are in England. Two are at academic Level 4 and two at Level 5. This provides health care skills for Assistant Practitioners supporting either Diagnostic or Therapeutic Radiography. In terms of career progression, those who completed the Level 5 apprenticeship may be able to be fast-tracked to the second year of the Level 6 honours degree in Radiography. In the future, there may be an opportunity to educate and train an apprentice across regional centres, rather than for the apprenticeship being specific to a trust.

Royal College of Speech and Language Therapists

The professional body recognises Band 4 Speech and Language Therapy Assistant Practitioner roles.

There is a case study of one employee (outside of South Yorkshire) being employed in a Band 3 role, before undertaking a Level 4 apprenticeship, and then moving to a Band 4 role as an Assistant Practitioner on completion of the apprenticeship. National Occupational Standards were undertaken, from Skills for Health, that were relevant to Speech and Language Therapy. These were targeted at communication (CHS157), Alternative and Augmentative Communication (CHS155.2014), dysphagia (CHS160), and daily living (SCDHSC0344). The competencies in physiological measurements were assessed on those most relevant to Speech and Language Therapy, such as calculating Body Mass Index, Malnutrition Universal Screening Tool, Mid-Upper Arm Circumference, and palpation of the swallow. This individual then subsequently completed a top-up for a full honour's degree, assuming that this was required for progression to Level 6 study for Band 5 newly-qualified practitioner status.

Workforce data (Secondary aim)

Most professional bodies were not able to provide data regarding this. One reason for this may be that the apprenticeship and training of Band 4 Assistant Practitioners is employer-led.

The British and Irish Orthoptic Society explained that they do not have current workforce data on the numbers of Band 4 Assistant Practitioners. Nationally, the roles are coded onto Electronic Staff Records differently, which makes capturing the workforce more difficult. However, the Society plan to survey their profession in due course. In Sheffield Teaching Hospitals NHS Foundation Trust, Ophthalmic Science Practitioners are utilised rather than Assistant Practitioners, due to historical working practices. Ophthalmic science practitioners have an existing science degree and train over 3 years. This is through an Annex U5 of a Band 5 role – which equates to pay at a Band 4 grade during training. Specifically, within Sheffield, there is voluntary registration of ophthalmic science practitioners through the Academy for Healthcare Science.

The Institute of Osteopathy's last census was in 2017. At this time, one qualified Osteopath was working as a Band 4 Physiotherapy Assistant Practitioner, in order to develop experience of working within an NHS setting, and is now working as a Band 6 Osteopath. The Institute intend to survey the workforce in mid-2020.

Based on the available NHS data from the Electronic Staff Record, The Chartered Society of Physiotherapy believe that approximately 15% of the physiotherapy workforce consists of support workers (Band 2, 3, 4). The professional body have ambitions that this number should grow to at least 35%, which would be in line with support workers within nursing. This is based on predictions of increase need in community rehabilitation and increased delegation, in order to release capacity in the registered workforce to work at higher levels e.g. first contact physiotherapy, advanced physiotherapy practitioner.

The Society and College of Radiographers complete a yearly census of staffing (see page 18 in Appendix D for further details) – for all the different bandings, across the four countries, within both diagnostic and therapeutic radiography. In radiography, there may be Band 3 assistants, Band 3 trainee Assistant Practitioners, and Band 4 Assistant Practitioners. For [therapeutic radiography](#), the 2018 census showed that the total NHS radiotherapy radiographic workforce equals 3329.9 whole time equivalent (WTE), comprising 3258.4 WTE therapeutic radiographers and 71.6 WTE Assistant Practitioners and Trainee Assistant Practitioners (APs/TAPs). The current vacancy rate for therapeutic radiographers is 6.0% and the current vacancy rate for associated APs/TAPs is 13.5%. For [diagnostic radiography](#), the 2018 census showed that the average WTE of diagnostic radiography employees is 104.9 per department, with the average Band 3 equalling 2.1 WTE and Band 4 equalling 3.6 WTE. Vacancy rates equalled 7% for Band 3 and 9% for Band 4 roles.

Conclusion

It is notable that there are differences between each AHP profession's approach to Band 4 Assistant Practitioners. Although, some professions do align more closely, such as Podiatry/Chiropody, Dietetics, Occupational Therapy, Physiotherapy, Prosthetists/Orthotists, Radiography and Speech and Language Therapy. It is perhaps understandable that there is this variety, given that AHPs do include a diverse range of professional groups, and alignment may not always be possible.

Consideration of alignment between the AHP professional bodies approach to Assistant Practitioners should still be considered. This may be particularly important given recent NHS England/Improvement's findings that AHP professions have a less structured career pathway compared to other professions. Greater alignment may, therefore, ensure better career development for the AHP workforce as a whole. In addition, Primary Care Networks are likely to place greater demand on the workforce, through the further development of Additional Roles Reimbursement. Currently, this includes the following AHP roles: first contact practitioner physiotherapists, occupational therapists, dietitians, podiatrists, and paramedics. This provides an exciting opportunity for AHPs to consider how they can work collectively to ensure the value of these new roles within the Primary Care Networks are optimised, within an agreed AHP career structure and framework.

The landscape of apprenticeships is rapidly changing, therefore, the career pathway for Band 4 Assistant Practitioners may change again in the near future. In addition, it should be noted that not all Band 3-4 employees will wish to progress any further in their career.

Appendix A: Contact Details of Professional Bodies

Allied Health Professional Body	Organisation Contact Details
<i>British Association of Art Therapists</i>	https://www.baat.org/ info@baat.org
<i>British Association of Drama Therapists</i>	https://badth.org.uk info@badth.org.uk
<i>British Association for Music Therapy</i>	https://www.bamt.org info@bamt.org
<i>The College of Podiatry</i>	https://cop.org.uk assistants@cop.org.uk
<i>British Dietetic Association</i>	https://www.bda.uk.com/ Online form
<i>Royal College of Occupational Therapists</i>	https://www.rcot.co.uk/ hello@rcot.co.uk
<i>College of Operating Department Practitioners</i>	https://www.unison.org.uk/at-work/health-care/representing-you/unison-partnerships/codp/office@codp.org.uk
<i>British and Irish Orthoptic Society</i>	https://www.orthoptics.org.uk/ bios@orthoptics.org.uk
<i>Institute of Osteopathy</i>	https://www.iosteopathy.org/ enquiries@iosteopathy.org
<i>College of Paramedics</i>	https://www.collegeofparamedics.co.uk/ membership@collegeofparamedics.co.uk
<i>Chartered Society of Physiotherapy</i>	https://www.csp.org.uk/ Online form
<i>British Association of Prosthetists and Orthotists</i>	https://www.bapo.com/ enquiries@bapo.com
<i>Society and College of Radiographers</i>	https://www.sor.org/ Online form

Royal College of Speech and Language Therapists

<https://www.rcslt.org/>

Online form

Appendix B: National Standards, Profiles and Frameworks

National Standards, Profiles & Frameworks	Link
Skills for Health Assistant Practitioner Apprenticeship Health Standards, Level 5	https://haso.skillsforhealth.org.uk/standards/#standard-360 https://haso.skillsforhealth.org.uk/wp-content/uploads/2017/04/L5-Assistant-Practitioner-health-standard.pdf
Healthcare Assistant Practitioner Standards, Level 5 Developed by Royal College of Midwifery and Royal College of Nursing (not by any AHP professional bodies)	https://www.instituteforapprenticeships.org/apprenticeship-standards/healthcare-assistant-practitioner/
NHS Employers National Job Profiles, Generic AHP	https://www.nhsemployers.org/-/media/Employers/Documents/Pay-and-reward/Generic_Therapy.pdf?la=en&hash=8A52DC70F739D3A51B0BAE06F68C28465E6491D4
National Occupational Standards	https://www.ukstandards.org.uk/
NHS Wales Career Framework for Healthcare Support Workers supporting Nursing and AHPs	http://www.nwssp.wales.nhs.uk/sitesplus/documents/1178/HCSW%20Career%20Framework%20Nursing%20and%20Allied%20Health%20Professions.pdf

Appendix C: Approved Apprenticeship Pathways for an AHP qualification


There are discussions around developing clear career pathways for apprenticeships. Therefore, this lists the approved apprenticeships between Levels 3-7. Note that the Level 5 apprenticeship for all AHPs is the generic one (see Appendix B for details).

Allied Health Professional Body	Approved Apprenticeships
<i>British Association of Art Therapists</i>	The Level 7 apprenticeship for Arts therapists (refers to all 3 professions) has been approved:
<i>British Association of Drama Therapists</i>	https://www.instituteforapprenticeships.org/apprenticeship-standards/arts-therapist-degree/
<i>British Association for Music Therapy</i>	These are the only professions that only have a Level 7 qualified status degree.
<i>The College of Podiatry</i>	The Level 6 apprenticeship for Podiatry has been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/podiatrist-degree/
<i>British Dietetic Association</i>	The Level 6 Apprenticeship degree for Dietetics has been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/dietitian-degree/
<i>Royal College of Occupational Therapists</i>	The Level 6 Apprenticeship degree for Occupational Therapy has been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/occupational-therapist-integrated-degree/
<i>College of Operating Department Practitioners</i>	The Level 6 Apprenticeship degree for Operating Department Practitioners has been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/operating-department-practitioner-integrated-degree/
<i>British and Irish Orthoptic Society</i>	There is not an Apprenticeship standard for Orthoptists.
<i>Institute of Osteopathy</i>	There is not an Apprenticeship standard for Osteopaths.
<i>College of Paramedics</i>	The Level 6 Apprenticeship degree for Paramedics has been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/paramedic-degree/


Allied Health Professional Body	Approved Apprenticeships
<i>Chartered Society of Physiotherapy</i>	<p>The Level 6 Apprenticeship degree for Physiotherapy has been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/physiotherapist-integrated-degree/</p>
<i>British Association of Prosthetists and Orthotists</i>	<p>The Level 6 Apprenticeship degree for Prosthetists and Orthotists has been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/prosthetist-orthotist-degree/</p> <p>Note the approved Level 3 Apprenticeship for Support Worker / Technician role: https://www.instituteforapprenticeships.org/apprenticeship-standards/prosthetic-and-orthotic-technician/</p>
<i>Society and College of Radiographers</i>	<p>Two Level 6 Apprenticeship degrees for Radiographers have been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/diagnostic-radiographer-integrated-degree/ https://www.instituteforapprenticeships.org/apprenticeship-standards/therapeutic-radiographer-integrated-degree/</p>
<i>Royal College of Speech and Language Therapists</i>	<p>The Level 6 Apprenticeship degree for Speech and Language Therapists has been approved: https://www.instituteforapprenticeships.org/apprenticeship-standards/speech-and-language-therapist-integrated-degree/</p>

Appendix D: Relevant Documents from Specific Professional Bodies for Assistant Practitioners (Primary aim)

Please check the websites of the professional bodies for the most up to date information.

Allied Health Professional Body	Relevant Documents
<i>The College of Podiatry</i>	https://cop.org.uk/assistant-practitioners/training-of-assistant-practitioners/
<i>British Dietetic Association (BDA)</i>	<p>https://www.bda.uk.com/practice-and-education/nutrition-and-dietetic-practice/dietetic-roles/dietetic-support-workers.html (For BDA members only)</p> <p><i>Dietetic Support Worker & Assistant Practitioner Roles:</i></p>  <p>Dietetic Support Worker & Assistant P</p>
<i>Royal College of Occupational Therapists (RCOT)</i>	<p><i>The Career Development Framework: Guiding Principles for Occupational Therapy:</i></p> <p>https://www.rcot.co.uk/cpd-rcot</p> <p>Band 4 (Level 5) apprenticeships will likely map to Career Levels 3 and 4 for each pillar in the RCOT Career Development Framework.</p> <p>Note that this framework outlines principles at different career levels to support learning and development, rather than competencies, as there are already National Occupational Standards available.</p> <p><i>Therapies Assistant Practitioner Apprenticeship Framework in Wales:</i></p> <p>https://acwcerts.co.uk/web/framework/therapy-assistant-practitioner</p> <p>RCOT also contributed to this consultation.</p>
<i>College of Operating Department Practitioners</i>	<p><i>The Perioperative Care Collaborative Position Statement:</i></p> <p><i>The Role of the Perioperative Healthcare Assistant (PHCA) in the Surgical Care Team</i></p> <p>https://www.unison.org.uk/content/uploads/2020/03/Position-Statement-on-the-roles-of-the-Perioperative-Support-Team-.pdf</p> <p>Sets out the principles and guidance relating to both the PHCA scope of practice and their undertaking of delegated interventions and tasks in perioperative roles. Contains the Surgical Care Team Role Boundaries for the PHCA, Assistant Theatre Practitioner, Registered Nursing Associate, and Registered Scrub Practitioner.</p>
<i>College of Paramedics</i>	<p><i>Paramedic Education Based Evidence Project:</i></p> <p>https://www.collegeofparamedics.co.uk/downloads/PEEP-Report.pdf</p>

Allied Health Professional Body	Relevant Documents
<p>Chartered Society of Physiotherapy (CSP)</p>	<p><i>Support workers as an integral part of the physiotherapy workforce: A policy briefing from the CSP:</i> https://www.csp.org.uk/system/files/documents/2020-02/001718_policy_briefing_final.pdf</p> <p>This sets out the CSP policy position with regards to support workers, their value to the profession, and what the CSP believes needs to happen for the support worker workforce to fulfil its potential.</p> <p><i>Optimising capability in the physiotherapy support worker workforce:</i> https://www.csp.org.uk/publications/optimising-capability-physiotherapy-support-workforce</p> <p>This framework, from the CSP, outlines how support workers might achieve the full capabilities necessary to work at a variety of practice levels and progress in their careers and guides the development of support worker roles.</p> <p><i>Accountability and delegation to support workers: A quick reference guide for the physiotherapy workforce:</i> https://www.csp.org.uk/system/files/publication_files/001670_Mobile%20st%20Version.pdf</p> <p>CSP guidance on accountability and delegation.</p> <p><i>Principles for assuring the provision of safe, high quality physiotherapy interventions in the context of delegation to support workers:</i> https://www.csp.org.uk/publications/principles-underpinning-delegation-physiotherapy-support-workers</p> <p>The CSP have developed 5 principles for developing governance arrangements, in order to contribute towards safeguarding support workers and the quality of physiotherapy interventions delivered by support workers.</p>

Allied Health Professional Body	Relevant Documents
	<p><i>Radiography Workforce UK Census:</i></p> <p>The objectives were to establish the size, structure, nature and vacancy rate of the workforce in order to inform workforce planning. These documents present an analysis of the census results and compares them to similar censuses carried out annually from 2010 to 2017.</p> <p><i>Therapeutic Radiography Census, 2018:</i> https://www.sor.org/sites/default/files/document-versions/final_cor_radiotherapy_radiographic_workforce_uk_census_2018_report_v2_0.pdf</p> <p>View a spreadsheet, providing details of the figures underpinning the report, and view the survey carried out to inform the final document.</p> <p><i>Diagnostic Radiography Census, 2018:</i> https://www.sor.org/sites/default/files/document-versions/diagnostic_workforce_census_2018.pdf</p> <p><i>Cancer Research UK – Non surgical cancer treatments workforce report, 2018:</i> https://www.cancerresearchuk.org/about-us/we-develop-policy/our-policy-on-cancer-services/non-surgical-cancer-treatments-workforce</p>
<p>Royal College of Speech and Language Therapists (RCSLT)</p>	<p><i>Band 4 national profiles for Speech and Language Therapists:</i> https://www.nhsemployers.org/-/media/Employers/Documents/Pay-and-reward/Speech_and_Language_Therapists.pdf?la=en&hash=2F5B442B011E58004696613ED9F3104A7F836ACF;</p> <p><i>RCSLT Support Practitioner Competencies Framework:</i></p> <div style="text-align: center;">  SLT competencies_framework </div> <p>Note that this is no longer available from the RCSLT website as it is now out of date.</p>

Appendix E: Membership Categories of Professional Bodies

There are a variety of membership categories across the professional bodies. This list provided is not exhaustive. There are 5 professional bodies which do not offer membership to employees in a Band 4 role, if they do not have qualified status.

Professional Body	Registered (HCPC / General Osteopathic Council)	Students Trainees	Assistants (also referred to as associate)	People affiliated to the profession (also referred to as associate)
<i>British Association of Art Therapists</i>	√	Trainee	X	Associate
<i>British Association of Drama Therapists</i>	√	Student	X	Associate
<i>British Association of Music Therapy</i>	√	Trainee	X	Associate
<i>The College of Podiatry</i>	√	√	Associate	X
<i>British Dietetic Association</i>	√	Student	Associate	Affiliate Alliance
<i>Royal College of Occupational Therapists</i>	√	Student	Associate	X
<i>College of Operating Department Practitioners</i>	√	Student	X	X
<i>British and Irish Orthoptic Society</i>	√	Student	Associate	Academic
<i>Institute of Osteopathy</i>	√	√	X	Affiliate
<i>College of Paramedics</i>	√	Student	Associate (CoP advised that this refers to Assistants, other non-paramedics, and for company membership)	

<i>Chartered Society of Physiotherapy</i>	√	Student Associate student member (Apprentice) is the same price as the Associate category	Associate	X
<i>British Association of Prosthetists and Orthotists</i>	√	Student associate	Assistant associate Technician associate	X
<i>Society and College of Radiographers</i>	√	√	SCoR advised membership is open to Assistants	√
<i>Royal College of Speech and Language Therapists</i>	√	Student	Assistant	Affiliate (if living internationally)