



Guide for Provisional Members of the BAAPS and their Mentors

Requirements for Provisional Membership

1. GMC Specialist Register for Plastic Surgery/Specialist Registration with the IMC and a CCT through one of the four surgical colleges of the UK and Ireland
2. Nominated in writing to Council by two Full Members from different units (proposer and seconder)
3. Written agreement from a third Full Member to be the candidate's Mentor
4. If unanimously approved for Provisional Membership, the Council will make a recommendation for consideration for such membership at the next annual general meeting
5. Provisional Members shall be elected at the annual general meeting by a two thirds majority of those Full Members present and entitled to vote
6. Meet with the Mentor at least twice in every year while holding provisional membership

To apply to Council for full membership, the Provisional Member must meet the following criteria:

1. Two years of provisional membership before applying for full membership (maximum of five years)
2. Demonstrate active involvement in aesthetic plastic surgery with a logbook of aesthetic surgical procedures carried out during the two-year provisional membership period
3. A report has been provided by the Mentor
4. Nomination by two Full Members to Council that are not their Mentor for full membership
5. If unanimously approved for membership, the Council will make a recommendation for consideration for such membership at the next annual general meeting.
6. Full Members shall be elected at the annual general meeting by a two thirds majority of those Full Members present and entitled to vote.

Provisional Member – Mentor Collaboration

The following are recommendations and a guide from the BAAPS for the Provisional Member and their Mentor during the provisional membership.

Provisional Member

1. Maintain a logbook of all aesthetic procedures undertaken during the provisional membership period.
2. Ensure that their full scope of practice including all aesthetic practice is included in their UK annual appraisal
3. Meet with their Mentor at least twice yearly for the duration of the provisional membership.
4. It is recommended that at least one such meeting takes place near the start of the provisional membership period and at least one meeting toward the end of the provisional membership period.
5. Additional meetings should be arranged with the Mentor if additional support or advice is needed.
6. The BAAPS Code of Conduct must be followed.
7. Aesthetic surgery education and CPD should be undertaken during this period and the Provisional Member is encouraged to keep a log of such events and education.
8. Consider attending their Mentor's operating lists and clinics during the provisional membership period as an observer.
9. If a BAAPS local morbidity & mortality group meet near the Provisional Member's practice, the Provisional Member is encouraged to attend these meetings or other equivalent aesthetic surgery governance or morbidity & mortality meetings.
10. If difficulties or significant adverse events or complications occur in the Provisional Member's aesthetic practice, they should contact their Mentor for support and advice.

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Mentor

1. Meet with their Provisional Member Mentee at least twice yearly for the duration of the provisional membership.
2. It is recommended that at least one such meeting takes place near the start of the provisional membership period and at least one meeting toward the end of the provisional membership period.
3. Advise and counsel the Provisional Member regarding starting aesthetic practice and the early years of practice.
4. Be familiar with the scope and extent of the Provisional Member's aesthetic practice.
5. Be available for additional pastoral care and advice if this is needed.
6. Consider having the Provisional Member attend their (the Mentor's) operating lists and clinics during the provisional membership period as an observer.
7. Additional meetings should be arranged with the Provisional Member Mentee if additional support is needed, or difficulties or inadequacies are identified.
8. Provide a report at the end of the provisional membership to Council before an application for Full Membership is considered.
9. The report should detail the level of support provided to and required by the Provisional Member, the Mentor's opinion regarding the competency, skills and clinical judgement of the Provisional Member in aesthetic procedures and clinical practice with aesthetic patients, any difficulties or concerns that have arisen and an overall assessment of the Provisional Member's suitability for Full Membership of the BAAPS.

Domains

1. Mutual respect and trust
2. Open communication and accessibility
3. Exchange of knowledge
4. Independence and collaboration
5. Goals and challenges
6. Passion and inspiration
7. Caring personal relationship

Domains Checklist

- Judgement and Ability
(Reflected in successful achievements and discussion of complications and any complaints)
- Scope of work
(defined in this mentorship report and reflects training and ability)
- Probity
(ie adherence to the BAAPS code on conduct in all aspects of care)
Overall summary of mentorship using the principals described above



Provisional Membership Report

Based on the recommendations and domains in the *Guide for Provisional Members of the BAAPS and their Mentors* and the provisional membership and mentorship over the two years of provisional membership

Judgement and Ability

Scope of Work

Probity

Recommendation for Provisional Member with respect to Full Membership Application

Signature:

Date:

BAAPS Provisional Member

Signature:

Date:

BAAPS Mentor



To be completed and returned to the BAAPS Office (secretariat@baaps.org.uk) at the end of the two-year provisional membership in advance of the Provisional Member's application for Full Membership