**BAAPS Aesthetic Mentee Evaluation & Award of Certificate**

**Proposed evaluation at end of Mentorship:**

**5 Outstanding**. Aesthetic knowledge, clinical judgement and communication skills (& surgical skills if observed) far above that expected of a plastic surgery Consultant commencing independent aesthetic practice. It is expected that only a small number of Mentees would achieve this rating & clear evidence/examples of the outstanding standard reached to achieve this rating must be provided to the BAAPS Office. Certificate awarded with a Distinction or Commendation.

**4 Good**. It is expected that most Mentees would achieve this standard (good) of aesthetic knowledge, clinical judgement and communication skill based on the expected knowledge of a plastic surgery consultant commencing independent aesthetic practice. Certificate awarded.

**3 Satisfactory.** The Mentee showed a satisfactory level of aesthetic knowledge, clinical judgement and communications with no ‘red flags’ identified. Certificate awarded.

**2 Below expectations.** The Mentee did not demonstrate a satisfactory and/or safe level of aesthetic knowledge, clinical judgement and communication skills and/or ‘red flags’ identified. Evidence/examples must be provided to the BAAPS Office. ***Certificate not awarded***. Letter from the BAAPS recommending additional training in aesthetic surgery and medicine before commencing independent aesthetic practice.

**1 Unsafe.** The Mentee did not demonstrate a satisfactory and/or safe level of aesthetic knowledge, clinical judgement and communication skills and several/critical ‘red flags’ identified. Evidence/examples must be provided to the BAAPS Office. ***Certificate not awarded***. Letter from the BAAPS outlining critical concerns identified and recommending additional training in aesthetic surgery and medicine before commencing independent aesthetic practice.

Evaluation should be undertaken by the Host Centre consultants and provided to the BAAPS Office and Mentee at the end of the Mentorship. It is expected that Mentees scoring 1 and 2 would have interim meetings with Host Centre Mentors to discuss their poor performance and identify ways to improve this before the end of the Mentorship. If pre-CCT, feedback should be given to the relevant Deanery Programme Director and ARCP panel.

**Potential Suggestions for Additional Training:**

(More than one may be recommended to a Mentee and other relevant training can also be recommended)

1. Extend BAAPS Aesthetic Mentorship with current Host Centre
2. Further BAAPS Aesthetic Mentorship with a new Host Centre who should receive a full report on the Mentee prior to accepting them for the position
3. CME in aesthetic surgery and/or medicine
4. Training in communication skills and/or human factors
5. Training in medical ethics
6. Undertake BAAPS Psychology for Surgeons Course

To have a Certificate of Completion issued by the BAAPS, a Mentee must have successfully achieved a rating of 3 or higher in their BAAPS Aesthetic Mentorship. This can be achieved in a second Mentorship for those with a rating of 1 or 2.