



ESCAPE-pain training: clinical support staff eligibility

Purpose of this document:

To support decision making around eligibility requirements for ESCAPE-pain facilitator training and to promote this role among clinical support staff/assistants.

Who are the 'clinical support staff' (therapy assistants, physio assistants, technicians, assistant practitioners, etc.):

A support worker is someone who provides care under the direction of a registered Health Care Professional (HCP) through delegation and appropriate supervision. In the NHS they usually fall within the Agenda for Change pay bands 2-4 and are currently not regulated. They can be profession specific (i.e., supporting physiotherapy) or work across professions (i.e., supporting physiotherapy and occupational therapy).

There is no national recognised entry qualification to become a support worker although evidence of previous care work or the possession of a healthcare related qualification at level 2-3 or SVQ level 5-7 is advantageous.

Typical duties, responsibilities, and level of autonomy will be in line with local job structure and banding. The below table aims to summarise responsibilities by band and outline suitability to be trained to deliver the ESCAPE-pain programme. To deliver the course independently the clinical support staff member will require a basic knowledge and understanding of OA and/or LBP (depending on which course(s) they are to deliver). Whilst this is covered briefly on the training, it is the organisation's responsibility to ensure that staff delivering the programme are doing so within their scope of practice. Please contact the ESCAPE-pain team if you have any queries regarding staff eligibility, escape-pain@oruk.org.

Band differentiation:

Band	Duties of the role	Eligible to be trained/deliver ESCAPE-pain
4	<ul style="list-style-type: none"> Can articulate a basic knowledge of public health and the social determinants of health and well-being Carries own delegated case load and is responsible for managing the care of patients within established pathways/protocols Works independently and is expected to know when it is appropriate to seek advice from a physiotherapist/state registered professional May lead groups or With guidance and support can plan and deliver learning activities to a specified range of individuals and groups. 	Eligible to attend the training and deliver the programme independently.
3	<ul style="list-style-type: none"> Can articulate a basic knowledge of public health and the social determinants of health and well-being Responsible for a delegated patient case load and implements a delegated programme of care Can make own decisions on the patient condition or responsiveness to therapy programme and decide to refer back to physiotherapist for review or for advice Work is supervised via daily access to registered staff The elements of care given to the patient are prescribed and checked by Physiotherapists or other registered staff Is responsible for planning the delivery of care to own patient caseload May run groups and activities, supporting higher level support workers or registered practitioners or With guidance and support can deliver pre-planned learning activities to a specified range of individuals and groups. 	Eligible to attend training and deliver the programme independently, so long as there is a qualified / ESCAPE-pain trained AHP within the same department.
2	<ul style="list-style-type: none"> Limited clinical/therapy input Responsibilities for taking decisions are limited and prescribed No independent decision making expected particularly with regard to patient care A therapist is available at all times to solve problems and agree decisions The work is prescribed and checked by physiotherapists or other registered staff. 	Not eligible to attend training but can support trained staff delivering the programme.

For full descriptions of roles and duties please visit:

<http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/Physiotherapy.pdf>

<https://www.csp.org.uk/publications/optimising-capability-physiotherapy-support-workforce>

Why should clinical support staff deliver/assist in the delivery of the ESCAPE-pain programme?

The cost of delivering ESCAPE-pain in an NHS physiotherapy department using a band 7 Physiotherapist as a facilitator is £163 per participant. This can be significantly reduced by training up assistants to deliver the programme.

Support assistants tend to be band 3 or band 4. Depending on their level of experience they may feel comfortable to deliver the whole programme or they may only feel comfortable to supervise the exercise component, this decision should be made jointly by senior staff and the support worker.

Best practice: Clinical support staff (all bands) who undertake ESCAPE-pain training should be supported by a physiotherapist who has also completed the training and can be on accessed for ongoing support.