



## Prosthetic Hair Fibre Implantation Standards

<b>Box 1: Working Group Members, Professions and Affiliations</b>		
Mr Greg Williams (Chair)	Plastic Surgeon and Hair Transplant Surgeon	Cosmetic Practice Standards Authority (CPSA)
Dr Nilofer Farjo	Hair Restoration Surgeon	Private Hair Transplant Practice
Mr Reza Nassab	Plastic Surgeon	Private Hair Transplant Practice
Mr Amir Sadri	Plastic Surgery Trainee	NHS
Mr Alex Armstrong	Plastic Surgery Trainee	NHS

### INTRODUCTION

Hair Loss (alopecia) is common, has a multitude of aetiologies, affects all genders and age groups, and is not dependent on the aging process. Hair Restoration can be medical, surgical, or non-surgical.

The Royal College of Surgeons *Professional Standards for Cosmetic Surgery* defines cosmetic surgery as “the choice to undergo an operation, or invasive medical procedure, to alter one’s physical appearance for aesthetic rather than medical reasons”. Prosthetic Hair Fibre Implantation satisfies this criterion.

As it is low-medium risk: usually only requires local anaesthetic and performed as an outpatient, Prosthetic Hair Fibre Implantation is classed as Level 1b invasive surgery.

For the purpose of the CPSA, Hair Restoration Surgery (HRS) includes Hair Transplant Surgery and Prosthetic Hair Fibre Implantation but does not include surgical flaps.

Prosthetic Hair Fibre Implants are foreign bodies that are inserted through the skin. As long as they remain in situ, they require a high level of hygiene to prevent infection. They cause dermal fibrosis and can result in permanent visible scarring.

Prosthetic Hair Fibre Implants may be used in isolation or in combination with Hair Transplant Surgery. Only doctors who perform hair transplant surgery will be able to adequately determine which patients are suitable for Prosthetic Hair Fibre Implantation, Hair Transplant Surgery, or a combination.

**Only doctors who perform Hair Transplant Surgery should perform Prosthetic Hair Fibre Implantation.**

Doctors who perform Prosthetic Hair Fibre Implantation should therefore have the same depth of knowledge as those who perform Hair Transplant Surgery as detailed in the CPSA Hair Transplant Surgery Standard.

**Box 2. Identified risk level, consent and cooling off**

<b>Risks to patient</b>	<p>Prosthetic Hair Fibre Implantation risks to patient:</p> <ul style="list-style-type: none"> <li>• From sedation if used <ul style="list-style-type: none"> <li>- allergic reaction</li> <li>- excessive sedation</li> <li>- hypoventilation and hypoxemia</li> <li>- unconsciousness</li> <li>- death</li> </ul> </li> <li>• From local anaesthetic <ul style="list-style-type: none"> <li>- allergic reactions</li> <li>- cardiovascular/neurological toxicity</li> <li>- coma</li> <li>- death</li> </ul> </li> <li>• Fainting/feeling unwell</li> <li>• From recipient site <ul style="list-style-type: none"> <li>- recipient site bleeding</li> <li>- swelling/oedema</li> <li>- bruising</li> <li>- infection (folliculitis or cellulitis)</li> <li>- foreign body reaction</li> <li>- granuloma</li> <li>- scarring</li> <li>- shock loss (effluvium) of existing hair</li> <li>- discomfort/pain</li> <li>- dysaesthesia</li> <li>- breaking of fibres</li> <li>- curling of fibres</li> <li>- splitting of fibres</li> <li>- prosthetic hair fibre retraction under skin</li> <li>- prosthetic hair fibre loss</li> <li>- aesthetic morbidity</li> </ul> </li> <li>• Psychological</li> </ul>
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	<ul style="list-style-type: none"> <li>- failure to meet expectations</li> <li>- morbidity from poor aesthetic outcomes</li> </ul>
<b>Risks to practitioner</b>	<p>Prosthetic Hair Fibre Implantation risks to practitioner</p> <ul style="list-style-type: none"> <li>• Blood borne virus transmission risk - Hepatitis B and other vaccinations are recommended for Hair Transplant Surgeons in keeping with the Overarching Principles regarding Occupational Health</li> <li>• Needle stick injuries should be managed according to national guidelines</li> <li>• Personal protective equipment is advised</li> <li>• Adequate practitioner indemnity is required in keeping with the Overarching Principles regarding Professionalism</li> </ul>
<b>Consent</b>	<p>Guidance from the Royal College of Surgeons <i>Professional Standards for Cosmetic Surgery</i> should be followed which says:</p> <ul style="list-style-type: none"> <li>• You must be familiar with the guidance in <i>Consent: Patients and Doctors Making Decisions Together</i>.</li> <li>• If you are the doctor who will be carrying out the intervention, it is your responsibility to discuss it with the patient and seek their consent – you must not delegate this responsibility. It is essential to a shared understanding of expectations and limitations that consent to a cosmetic intervention is sought by the doctor who will perform it, or supervise its performance by another practitioner.</li> </ul>
<b>Cooling off</b>	<p>Guidance from the RCS <i>Professional Standards for Cosmetic Surgery</i> should be followed which says</p> <ul style="list-style-type: none"> <li>• You must give the patient the time and information they need to reach a voluntary and informed decision about whether to go ahead with an intervention.</li> <li>• The amount of time patients need for reflection and the amount and type of information they will need depends on several factors. These include the invasiveness, complexity, permanence and risks of the intervention, how many intervention options the patient is considering and how much information they have already considered about a proposed intervention.</li> <li>• You must tell the patient they can change their mind at any point.</li> </ul>

### Box 3. Premises requirements

<p><b>Premises requirements</b></p>	<p>General guidance in Overarching Principles regarding Environment should be followed</p>
<p><b>Clinical and practice environment</b></p>	<p>Practice environment</p> <ul style="list-style-type: none"> <li>• Prosthetic Hair Fibre Implantation must be undertaken in a CQC registered facility</li> <li>• Prosthetic Hair Fibre Implantation may be performed in a Treatment Room or Operating Room and these must comply with national standards</li> </ul> <p>Room layout general features as per Overarching Principles including</p> <ul style="list-style-type: none"> <li>• Patient privacy and dignity must be respected at all times</li> <li>• The lighting available should be sufficient</li> <li>• Hand held mirrors must be available for the patient to see themselves</li> <li>• Stainless steel trolleys must be available for instruments to be placed on with appropriate clean covers</li> <li>• A wall clock or timer should be visible</li> <li>• There should be sufficient ventilation.</li> <li>• The clinic couch, trolley and surfaces must be able to be appropriately cleaned and disinfected between patients</li> <li>• The floor must be impervious and easy to clean</li> <li>• Dedicated handwashing facilities must be present in each room</li> <li>• Sharps and clinical waste disposal must be provided</li> </ul> <p>Room layout specific to Prosthetic Hair Fibre Implantation</p> <ul style="list-style-type: none"> <li>• There should be a clinical couch available with a reclining, multi-positioning back rest and access on three sides. As patients having Prosthetic Hair Fibre Implantation may faint, the couch must have the ability to go into the Trendelenburg position</li> <li>• A height adjustable stool or seat should be available if necessary for the Hair Transplant Surgeon</li> </ul>
<p><b>Equipment</b></p>	<p>Prosthetic Hair Fibre Implantation procedure</p> <ul style="list-style-type: none"> <li>• Prosthetic Hair Fibres can be implanted with manual or automated devices</li> <li>• Where possible, all instruments should be single use and disposable</li> <li>• Instruments referred to as single use by the manufacturer must not be re-used</li> <li>• If instruments, devices, tools and equipment are re-used the manufacturer's instructions on cleaning,</li> </ul>

	<p>decontamination and sterilisation must be followed and guidance in Dept of Health <i>HTM 01-01 Decontamination of Surgical Instruments</i> must be followed</p> <p>General guidance in Overarching Principles regarding Emergency Care to be followed including</p> <ul style="list-style-type: none"> <li>• Resuscitation equipment should be within the premises and checked daily</li> <li>• Resuscitation trolley should contain Epipen x 2, oxygen</li> <li>• Practitioners should be aware of the nearest AED</li> </ul>
<b>Clinical waste and sharps requirements</b>	<ul style="list-style-type: none"> <li>• A sharps bin should be available for glass bottles, needles and sharp disposable instruments</li> <li>• Blood and body fluid contaminated non-sharp supplies should be disposed of in orange bags in an individual sealed bag per patient</li> <li>• Sharps and waste should be collected by licensed practitioners</li> <li>• Needle stick injuries should be managed as per national guidance</li> </ul>

<b>Box 4. Education and Training requirements</b>	
<b>Education and training requirements</b>	General guidance in Overarching Principles regarding Education and Trainings should be followed
<b>HEE level</b>	Hair Transplant Surgeon is at Level 6 because a medical degree is required
<b>Degree and qualification requirements</b>	Medical degree required GMC full registration and licence
<b>Entry on to the voluntary register</b>  <b>Two-tier</b>	Provisional Hair Restoration Surgery Registration <ul style="list-style-type: none"> <li>• Completion of Level 7 Hair Restoration Surgery Theory course AND</li> <li>• Certification of Royal College of Surgeons Basic Surgical Skills Course or equivalent</li> </ul>

	<p>Full Hair Restoration Surgery Registration</p> <ul style="list-style-type: none"> <li>• Certification by International Board of Hair Restoration Surgery (IBHRS) / American Board of Hair Restoration Surgery (ABHRS)</li> </ul> <p style="text-align: center;">OR</p> <p>Equivalent</p> <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> <li>• Certification of Royal College of Surgeons Basic Surgical Skills Course or equivalent</li> </ul>
<b>Resuscitation</b>	<p>General guidance in Overarching Principles regarding Emergency Care should be followed</p> <ul style="list-style-type: none"> <li>• Hair Transplant Surgeons should have valid BLS training and keep this up to date</li> </ul>
<b>Continual professional development (CPD)</b>	<p>General guidance in Overarching Principles regarding CPD and Appraisal should be followed</p> <ul style="list-style-type: none"> <li>• Hair Transplant Surgeons should complete 50 CPD points related to Hair Restoration Surgery</li> <li>• At least 25 of these CPD points should be external <ul style="list-style-type: none"> <li>- Internal, e.g reading journals, e-Learning, internal training, internal management or leadership</li> <li>- External: courses, conferences, external teaching, management or leadership</li> </ul> </li> </ul>

### Box 5. Supervision

<b>Assessment of patient</b>	<p>General guidance in Overarching Principles regarding Supervision and Accountability should be followed</p> <p>Specific to Prosthetic Hair Fibre Implantation</p> <ul style="list-style-type: none"> <li>• Patients having Prosthetic Hair Fibre Implantation must be seen by a Hair Transplant Surgeon</li> <li>• The number of prosthetic hair fibres to be implanted, and the intended recipient area should be agreed in principle prior to the day of surgery</li> <li>• The Hair Transplant Surgeon is responsible for all information given to the patient by a Hair Transplant Clinic Advisor.</li> </ul> <p>The above are independent of whether the doctor works for himself/herself or is employed by a clinic</p>
<b>Role of Hair</b>	<p>Hair Transplant Surgeons may be supported by one or more Hair</p>

<b>Transplant Clinic Patient Advisor working with Hair Transplant Surgeon</b>	<p>Transplant Clinic Patient Advisors who</p> <ul style="list-style-type: none"> <li>• Must introduce themselves and their role to the patient</li> <li>• Must not pretend to be doctors or mislead patients into thinking they are</li> <li>• Must maintain patient confidentiality</li> <li>• Must not make medical diagnoses</li> <li>• Must not make surgical recommendations including hair transplant surgery design, graft/follicle number estimation, donor harvesting method</li> <li>• May record patient demographic and health related information</li> <li>• May give the patient general information including about hair loss surgical and medical treatment options, the Prosthetic Hair Fibre Implantation procedure, and administrative processes</li> <li>• Must have adequate indemnity in keeping with the Overarching Principles regarding Professionalism</li> </ul>
<b>Performing procedure</b>  <b>Independent practitioner</b>	<ul style="list-style-type: none"> <li>• Only GMC licensed doctors can perform Prosthetic Hair Fibre Implantation</li> <li>• Prosthetic Hair Fibre Implants may be used in isolation or in combination with Hair Transplant Surgery</li> <li>• Only doctors who perform hair transplant surgery will be able to determine which patients are suitable for Prosthetic Hair Fibre Implantation, Hair Transplant Surgery, or a combination</li> <li>• <b>Only doctors who perform Hair Transplant Surgery should perform Prosthetic Hair Fibre Implantation</b></li> <li>• All surgical steps of the procedure must be done by the Hair Transplant Surgeon</li> </ul>

<b>Box 6. Procedure</b>	
<b>Procedure</b>	<p>General guidance in Overarching Principles regarding Patient Journey should be followed</p>
<b>Supervision requirements</b>	<ul style="list-style-type: none"> <li>• All surgical steps of the procedure must be done by the Hair Transplant Surgeon</li> <li>• Non-surgical steps performed by an assistant are the responsibility of the Hair Transplant Surgeon</li> </ul>

<b>Patient positioning</b>	<ul style="list-style-type: none"> <li>• Patients should be positioned comfortably prone, supine, tilted or sitting according to the Hair Transplant Surgeon's preference</li> <li>• As Prosthetic Hair Fibre Implantation procedures may be several hours long, attention should be given to pressure area protection</li> </ul>
<b>Patient Comfort</b>	<ul style="list-style-type: none"> <li>• As Prosthetic Hair Fibre Implantation may be several hours long, patients should be kept hydrated and snacks/meals provided</li> <li>• Audio-visual entertainment will assist in alleviating boredom</li> <li>• Toilet breaks should be offered and appropriate discreet facilities available</li> </ul>
<b>Local anaesthesia</b>	<ul style="list-style-type: none"> <li>• The majority of Prosthetic Hair Fibre Implantation are done under local anaesthesia with or without local nerve blocks</li> <li>• Safe doses of local anaesthetic should be adhered to</li> <li>• Concentrations/volume of all local anaesthetic given must be recorded</li> </ul>
<b>Safe sedation</b>	<p>Specific to Prosthetic Hair Fibre Implantation</p> <ul style="list-style-type: none"> <li>• Oral sedation may be given for anxiolysis/light sedation</li> <li>• IV sedation may occasionally be given</li> </ul> <p>General guidance in Overarching Principles regarding Sedation should be followed</p>
<b>Role of Hair Transplant Surgeon</b>	<p>All the Principles in the Royal College of Surgeons <i>Professional Standards for Cosmetic Surgery</i> should be followed by Hair Transplant Surgeons</p> <ul style="list-style-type: none"> <li>• The Hair Transplant Surgeon is responsible for the patient's care, clinical journey, and hair transplant surgery outcome</li> <li>• The Hair Transplant Surgeon is responsible for the non-surgical steps of the procedure performed by any assistants working with him/her</li> <li>• The Hair Transplant Surgeon is responsible for all advertising and website content relating to his practice/services</li> </ul> <p>The above are independent of whether the doctor works for himself/herself or is employed by a clinic</p>
<b>Role assistants</b>	Hair Transplant Surgeons may be helped by assistants who



<b>working with Hair Transplant Surgeon</b>	<ul style="list-style-type: none"> <li>• Must hold valid Disclosure and Barring Service (DBS) check</li> <li>• Must have appropriate and up to date immunisations</li> <li>• Must introduce themselves and their role to the patient</li> <li>• Must not pretend to be doctors or mislead patients into thinking they are</li> <li>• Must maintain patient confidentiality</li> <li>• Must not perform surgical steps of the procedure</li> <li>• May perform non-surgical steps of the procedure including assisting the Hair Transplant Surgeon with surgical steps, prepping the surgical site, cleaning the surgical site</li> </ul>
<b>Skin preparation</b>	<ul style="list-style-type: none"> <li>• Patients should be encouraged to wash their hair the night before the Prosthetic Hair Fibre Implantation</li> <li>• The hair and scalp should be washed with an antiseptic solution of the hair transplant surgeon's choice prior to surgery</li> </ul>
<b>Sterility of procedure</b>	<ul style="list-style-type: none"> <li>• It is not possible to sterilise hair</li> <li>• Because Prosthetic Hair Fibres are being implanted into the scalp and are at a high risk of becoming infected it is important to try to reduce bacterial contamination as much as possible</li> </ul>
<b>Test patch</b>	<ul style="list-style-type: none"> <li>• All patient should have a test patch of Prosthetic Hair Fibre Implantation 4-6 weeks prior to large numbers of implants to ensure no skin reaction.</li> <li>• If a skin reaction occurs appropriate management might include removal of Prosthetic Hair Fibre Implants, topical treatment, systemic oral treatment</li> <li>•</li> </ul>

### **Box 7. Record of procedure**

<b>Record of Procedure</b>	<ul style="list-style-type: none"> <li>• General guidance in Overarching Principles regarding Medical Records and Information Governance should be followed</li> </ul>
<b>Date and time of procedure (each page)</b>	<ul style="list-style-type: none"> <li>• The date and time of the procedure should be recorded along with the patient name</li> </ul>
<b>Medications</b>	General guidance in Overarching Principles regarding Medicines

<b>given</b>	<p>should be followed</p> <ul style="list-style-type: none"> <li>• Doses and times of all medications administered should be recorded</li> <li>• The name of the prescriber should be recorded</li> </ul>
<b>Medication dispensed</b>	<ul style="list-style-type: none"> <li>• Medications dispensed should be clearly labelled with name of patient, name of medication, dosing regime, quantity dispensed, and any other relevant information</li> <li>• Medications dispensed should be recorded in the notes</li> </ul>
<b>Prosthetic Hair Fibre Implants</b>	<ul style="list-style-type: none"> <li>• The number of Prosthetic Hair Fibre Implants inserted should be recorded</li> <li>• The number of fibres per Prosthetic Hair Fibre Implants inserted should be recorded</li> <li>• The colour/s of Prosthetic Hair Fibre Implants inserted should be recorded</li> <li>• The shape of the Prosthetic Hair Fibre Implants inserted should be recorded</li> </ul>
<b>Anatomical drawings and post-operative photographs</b>	<ul style="list-style-type: none"> <li>• The area of Prosthetic Hair Fibre Implantation should be identified on the operation notes</li> <li>• The area implanted should be photographed immediately post-operatively</li> </ul>
<b>Name/role and signature of practitioner easily identified</b>	<ul style="list-style-type: none"> <li>• The name/role and signature of the Hair Transplant Surgeon should be easily identified</li> </ul>
<b>Names of assistants should be recorded</b>	<ul style="list-style-type: none"> <li>• The names of all assistants involved in the procedure should be easily identified</li> </ul>
<b>Notes</b>	<ul style="list-style-type: none"> <li>• The notes should be contemporaneous, in order and in logical follow</li> <li>• The notes should be safely stored</li> <li>• The notes should be kept in line with information governance, for a minimum of 7 years, conforming to information governance standards</li> </ul>
<b>Conforms to Information</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons must comply with CQC Information Governance Requirements</li> </ul>

<b>governance standards</b>	
<b>Photographs</b>	<ul style="list-style-type: none"> <li>• All patients having Prosthetic Hair Fibre Implantation should have appropriate pre and post-operative photographs</li> <li>• Standardised background and lighting should be aimed for</li> <li>• Standard views might include <ul style="list-style-type: none"> <li>- Anterior frontal facial including hairline</li> <li>- Anterior downward tilt to including forelock and midscalp</li> <li>- Right lateral/oblique head</li> <li>- Left lateral/oblique head</li> <li>- Anterior hairline close-up</li> <li>- Right oblique temporal hairline close-up</li> <li>- Left oblique temporal hairline close-up</li> <li>- Posterior occipital head</li> <li>- Upward tilt posterior head including crown</li> <li>- Crown close-up</li> </ul> </li> </ul>

#### **Box 8. Patient follow-up**

<b>Patient follow-up</b>	General guidance in Overarching Principles regarding Discharge, Follow-up and Patient Satisfaction should be followed
<b>Appropriate follow up</b>	<ul style="list-style-type: none"> <li>• 15-20% of inserted Prosthetic Hair Fibre Implants can be expected to be lost annually</li> <li>• Prosthetic Hair Fibre Implants may become infected</li> <li>• Patients should be followed up frequently in the first few months after insertion and at regular intervals thereafter to monitor the Prosthetic Hair Fibre Implants</li> </ul>
<b>Patient given contact telephone number</b>	<ul style="list-style-type: none"> <li>• All patients must be given an emergency contact number for out of hours concerns both in the early post-op period and in the longer term</li> </ul>
<b>Supply written information</b>	<ul style="list-style-type: none"> <li>• All patients should be given detailed written post-operative instructions regarding aftercare, washing, and hygiene requirements for Prosthetic Hair Fibre Implants</li> <li>• Written instructions on what products can and cannot be used on Prosthetic Hair Fibre Implants should be given</li> <li>• Instructions on combing/brushing, styling, cutting, colouring the Prosthetic Hair Fibre Implants should be</li> </ul>

	given
<b>Informed of complications to look for</b>	<ul style="list-style-type: none"> <li>• All patients should be warned about complications to look for including</li> <li>- Discomfort/pain</li> <li>- Swelling</li> <li>- Bleeding</li> <li>- Infection (folliculitis and cellulitis)</li> </ul>
<b>What to do in an emergency</b>	<ul style="list-style-type: none"> <li>• Call using the emergency contact number</li> <li>• If contact not possible, attend A/E if urgent</li> </ul>
<b>Patient given opportunity to feedback – complain or compliment</b>	<ul style="list-style-type: none"> <li>• All patients should be given the opportunity to offer positive and negative experiences in a written feedback form</li> </ul>
<b>Adverse event reporting</b>	<ul style="list-style-type: none"> <li>• As a medical device, all adverse events and patient complaints regarding Prosthetic Hair Fibre Implants should be reported to MHRA via the yellow card system <a href="https://www.gov.uk/guidance/the-yellow-card-scheme-guidance-for-healthcare-professionals">https://www.gov.uk/guidance/the-yellow-card-scheme-guidance-for-healthcare-professionals</a></li> </ul>

### Box 9. Logbook and Case Numbers

<b>Logbook</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons should keep a logbook of patients operated on including date, name, gender, and Prosthetic Hair Fibre Implant numbers</li> <li>• Contemporaneous</li> <li>• Digital or paper</li> </ul>
<b>Number of cases required to achieve Prosthetic Hair Fibre Implantation competence</b>	<ul style="list-style-type: none"> <li>• Prior to achieving competence in Prosthetic Hair Fibre Implantation, Hair Transplant Surgeons must have achieved competence in hair transplant surgery (see number of cases to achieve Hair Transplant Surgery competence in CPSA Hair Transplant Surgery standard)</li> <li>• Insertion of 50 Prosthetic Hair Fibre Implants manually</li> <li>• Insertion of 50 Prosthetic Hair Fibre Implants with automated device</li> </ul>
<b>Number of</b>	<ul style="list-style-type: none"> <li>• 12 Prosthetic Hair Fibre Implantation cases per year</li> </ul>

<b>annual cases to maintain practice</b>	should be carried out per year to maintain practice
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<b>Box 10. CPD and appraisal</b>	
<b>CPD and Appraisal</b>	<ul style="list-style-type: none"> <li>• General guidance in Overarching Principles regarding CPD and Appraisal should be followed</li> </ul>
<b>Appraisal</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons must declare their Prosthetic Hair Fibre Implantation practice as part of their GMC appraisal/revalidation process</li> </ul>
<b>Related annual conference, teaching or leadership role</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons must belong to a professional hair transplant society or association</li> <li>• Attendance at hair transplant surgery meetings should satisfy the society/association's membership criteria</li> </ul>
<b>Logbook demonstrating adequate case numbers</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons should keep a logbook demonstrating at least 12 Prosthetic Hair Fibre Implantation cases per year to maintain Prosthetic Hair Fibre Implant practice</li> </ul>
<b>Audit</b>	<ul style="list-style-type: none"> <li>• Annual audit by clinic or individual must be produced of activity and complications</li> <li>• Audits should be discussed at morbidity and mortality meetings at least once per year</li> <li>• Hair Transplant Surgeons working as lone practitioners should organise joint morbidity and mortality meetings</li> </ul>
<b>Patient reported outcome measures (PROMs)</b>	<ul style="list-style-type: none"> <li>• Every patient should be offered the opportunity to feedback their outcomes at the end of every patient episode (rather than encounter) and formal quantitative and qualitative patient reported outcome measures (PROMs) are recommended</li> </ul>
<b>Review of complaints and compliments</b>	<ul style="list-style-type: none"> <li>• Logs must be maintained for complaints and compliments according to CQC requirements</li> </ul>

<b>Work based assessments</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons must satisfy GMC appraisal and revalidation requirements</li> </ul>
<b>Annual appraisal including this scope of work</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons must satisfy GMC appraisal and revalidation requirements</li> </ul>
<b>For regulated professionals: Five yearly revalidation including this scope of work</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons must satisfy GMC appraisal and revalidation requirements</li> </ul>

#### **Box 11. Infection control and decontamination**

<b>Infection control and decontamination</b>	<ul style="list-style-type: none"> <li>• General guidance in Overarching Principles regarding Infection Control should be followed</li> </ul>
<b>Handwashing policy</b>	<ul style="list-style-type: none"> <li>• Handwashing must be performed as per 6 stages of accepted handwashing policy</li> </ul>
<b>Handwashing assessments</b>	<ul style="list-style-type: none"> <li>• As per CQC (mandatory 3 monthly hand washing audit)</li> </ul>
<b>Sharps handling</b>	<ul style="list-style-type: none"> <li>• Sharps must be handled carefully</li> <li>• Needle-stick injuries should be treated in line with national guidance: Ensure patient safety, remove sharp, irrigate the wound, go to A&amp;E or follow local policy; ask patient for BBV status and to go for blood test at hospital, if they agree to do so</li> </ul>
<b>Sharps disposal</b>	<ul style="list-style-type: none"> <li>• Sharps should be disposed of in a designated sharps bin</li> </ul>
<b>Blood borne virus awareness</b>	<ul style="list-style-type: none"> <li>• Hair Transplant Surgeons must be aware of the risk of blood borne viruses and use universal precautions at all</li> </ul>

	times
<b>Decontamination process</b>	<ul style="list-style-type: none"> <li>• Single use instruments should be used wherever possible</li> <li>• Re-usable instruments should be cleaned and sterilised according to the guidance in Dept of Health <i>HTM 01-01 Decontamination of Surgical Instruments</i></li> </ul>
<b>Human waste/liquid management policy</b>	<ul style="list-style-type: none"> <li>• As recommended by CQC</li> </ul>
<b>Waste disposal/management policy</b>	<ul style="list-style-type: none"> <li>• Authorised third party waste management</li> <li>• Hazardous non-sharps waste should be individually disposed of per patient in the orange, sealed bin bag</li> </ul>
<b>Sterility of Procedure</b>	<p>Specific to Prosthetic Hair Fibre Implantation</p> <ul style="list-style-type: none"> <li>• It is not possible to sterilise hair</li> <li>• Because Prosthetic Hair Fibres are being implanted into the scalp and are at a high risk of becoming infected it is important to try to reduce bacterial contamination as much as possible</li> <li>• Sterile gloves can be used by the by the Hair Transplant Surgeon and assistants when inserting Prosthetic Hair Fibre Implants</li> <li>• Sterile gowns should be used</li> <li>• Sterile drapes should be used</li> <li>• Aseptic technique should be utilised</li> </ul>

### **Box 12. Advertising**

<b>Fees and Advertising</b>	<p>General guidance in Overarching Principles regarding Fees and Advertising should be followed including</p> <ul style="list-style-type: none"> <li>• Must be truthful and factual</li> <li>• Must comply with Advertising Standards Authority's Guidance on the Marketing of Surgical and Non-surgical Cosmetic Procedures</li> <li>• Must avoid financial inducements such as discounts and time limited offers</li> </ul>
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### Box 13. Medical Tourism

Medical Tourism	<p>General guidance in Overarching Principles regarding Medical Tourism to be followed.</p> <p>Specific to Prosthetic Hair Fibre Implantation</p> <ul style="list-style-type: none"><li>• Patients may travel long distances within the UK and even form overseas to have Prosthetic Hair Fibre Implantation done by a preferred Hair Transplant Surgeon</li><li>• Arrangements for emergency care, support and long term follow up must be made clear to the patient</li></ul>
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