

# Skin disease competency framework

CLINICAL PROFESSIONAL RESOURCE



# Introduction

The competence framework describes the range of knowledge, skills and performance levels required of a 'responsible person' working in this specialty to help them achieve safe, effective and accountable practice. The main purpose of this framework is to provide key competencies that a 'responsible person' must meet in order to practice in this specific role.

Competency Framework will be issued by the occupational health practitioner to individuals identified as a 'responsible person' within the workplace setting. The occupational Health Practitioner will be responsible for deeming the competence of the 'responsible person' through the assessment of the completed competency framework.

## Who carries out health surveillance?

- A 'responsible person' is someone in your organisation who is given the responsibility to help deliver a health surveillance system from within the workplace. They will have received training or coaching on what they need to do to perform this role effectively – which may involve training from a health professional, a health & safety professional, management or any other, as appropriate.

This person's role in the health surveillance system should be clearly defined and they should be someone who is trusted by the workforce, with good communication/ interpersonal skills.

## The role of the 'responsible person' is to:

- assess the condition of a new employee's skin before, or as soon as possible after, they start work
- periodically check employees' skin for the early signs of skin disease
- keep records securely
- tell the employer the outcome of these checks, so they can review their control measures and risk assessment and seek

expert help on cases of skin disease.

## Competency Framework Outline

1. Identify and understand the substances in the workplace that can cause skin disease.
2. Explain how skin exposure happens in the workplace.
3. Describe what the early signs of skin disease looks like.
4. Mitigation against skin disease.
5. Detection of adverse health effects.
6. Responding to identified cases of skin disease.
7. Effective recording and reporting of skin disease.

# Competency framework

Competency framework		Met yes/no
1	Identify and understand the substances in the workplace that can cause skin disease	
1.1	Identify specific substances in the work place that can cause skin disease.	
1.2	Identify specific activity in the work place that can cause skin disease.	
1.3	Explain the way in which specific substances or activities in the workplace affect the skin and cause skin disease.	
2	Explain how skin exposure happens in the workplace	
2.1	Understand the requirement of the detection of skin disease as part of health surveillance in the health and social care sector.	
2.2	Provide examples of situations of skin exposure may be unavoidable.	
3	Describe what the early signs of skin disease looks like	
3.1	Describe the structure of normal skin.	
3.2	Describe the structure of the skin where a skin condition occurs.	
3.3	Recognise different types of skin disease.	
3.4	Understand the signs and symptoms of how different skin diseases may present.	
3.5	Gather relevant and appropriate evidence to obtain a detailed history and review health related data in relation to the identification of Skin Disease.	
3.6	Undertake a clinical examination of an individual's hands to effectively determine any signs of skin disease.	
4	Mitigation against skin disease	
4.1	Determine what controls can be put in place to mitigate against the development of skin disease.	
4.2	Explain the consequences of any shortcomings in relation to the employee and the employer.	
4.3	Provide effective health promotion in relation to the avoidance of skin disease or worsening of the disease.	
5	Detection of adverse health effects	
5.1	Identify potential adverse health effects as a result of skin disease; include both physical and mental health.	
5.2	Understand the benefit of early detection to the health or the individual.	
6	Responding to identified cases of skin disease	
6.1	Understand the appropriate management of individuals identified with a skin disease.	
7	Effective recording and reporting of skin disease	
7.1	Accurately report on the health surveillance	
7.2	Demonstrate understanding of the necessity for confidentiality in practice and the recording of the health surveillance.	
7.3	Recognise the importance of reporting to the employer on the disease and exposure controls.	

The RCN represents nurses and nursing, promotes  
excellence in practice and shapes health policies

RCN Online  
[www.rcn.org.uk](http://www.rcn.org.uk)

RCN Direct  
[www.rcn.org.uk/direct](http://www.rcn.org.uk/direct)  
0345 772 6100

Published by the Royal College of Nursing  
20 Cavendish Square  
London  
W1G 0RN

020 7409 3333

July 2018  
Review date: July 2023  
Publication code: 007 033

