

The role of a Consultant Clinical Scientist in the Hospital laboratory



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Transfusion HSST Trainee
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British Blood
Transfusion Society

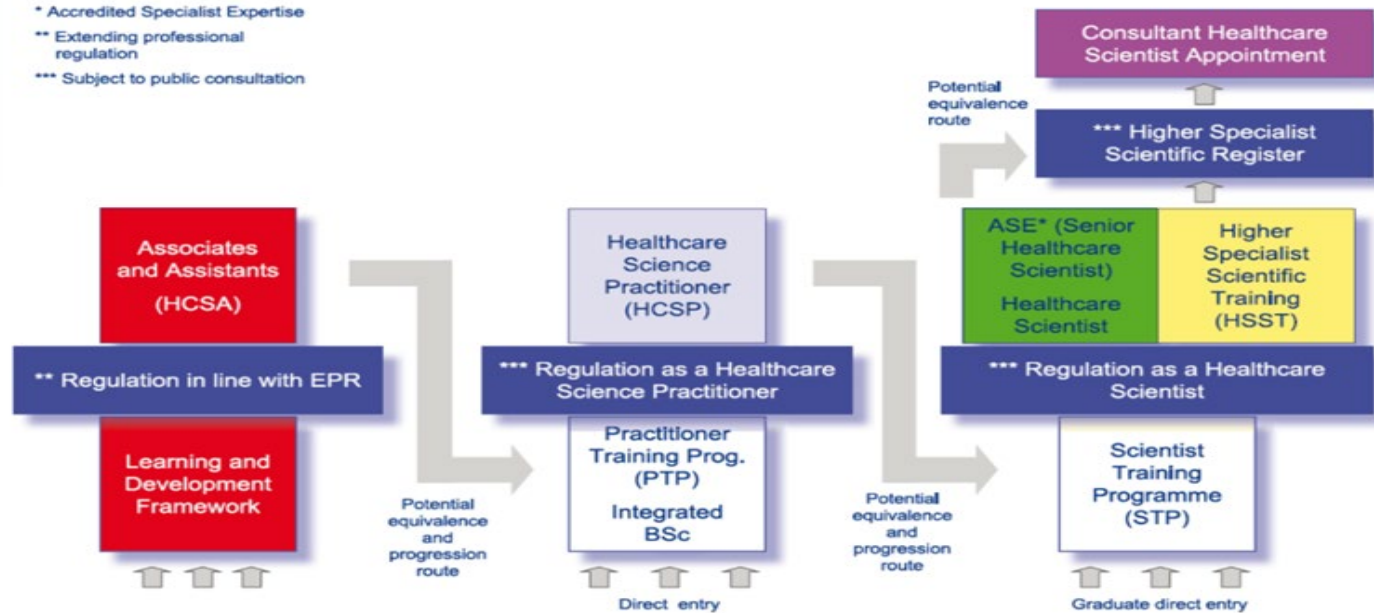
#BBTS2019

Modernising Scientific Careers

- Modernising Scientific Careers 2010 - address the training and education needs of the whole healthcare science workforce – 50 different specialisms
- A coherent framework that was accessible, affordable and designed specifically to capture scientific and technological advances and to provide improved outcomes for patients, the service and professionals
- Benefits patients and clinical outcomes



From the GOV.UK website



NSHCS

- Support implementation and delivery of programmes
- Ensure training is delivered to a standard
- Online portfolio
- Provide training for trainers
- Recruitment
- Monitor progress
- Accreditation

{ National School of
Healthcare Science

process for work based training



News

- Use of consultant clinical oncologists due to a lack of doctors in news 19/3/19

Cancer patients may suffer because of NHS consultant shortage, report warns

Cutting-edge therapies could be denied as specialists quit health service

The study from the Royal College of Radiologists pointed to a growing staffing crisis, with predictions that within four years the workforce would be at least 22 per cent short of cancer consultants.



The college asked cancer centres about the number of consultant clinical oncologists they had in post.

These are the senior cancer doctors that specialise in non-surgical cancer treatments, such as chemotherapy and radiotherapy.

It found there were the equivalent of 863 full-time doctors in post.

The centres had another 70 posts that were vacant - with most of those unfilled for at least a year.

That is a vacancy rate of more than 7.5%, compared with 5% five years ago.

The college also asked about the amount of overtime being done.

It found the full-time doctors already in post were working just over six hours extra a week on average.

And, the college said, if this was taken into account, the NHS was 184 clinical oncologists short - a figure it predicted would worsen in the coming years.



Transfusion 2024

- Lack of transfusion on trainee programmes
- PTP rotate through many disciplines
- STP introductory and specialist rotations
- Haematology registrars
- Increased need for consultant clinical scientists
- Used for interpretation and communication to doctors
- Retention of trained scientific staff in SW
- Loss of trained staff in transfusion



Clinical Scientists/Biomedical Scientists

- Availability of posts
- Departments – chemistry and genetics
- Biomedical scientists – current system
- Clinical scientist role
- NSHCS and their role – 2011 support implementation of MSC
- Accreditation process



Use of Clinical Scientists

- Biochemistry and Genetics
- ?Haematology
- ?Transfusion
- Biomedical scientists
- Lack of clarity
- Differences in departments
- Changes ahead



Vision in Plymouth

Clinical Scientists will play a vital role in the future development of PHNT Pathology to deliver its vision of becoming a leading, tertiary Pathology provider for the region and beyond. Providing positive leadership, Clinical Scientists will support Clinicians in horizon scanning for the best technologies and assays and introduce innovative change for the benefit of our patients and clinical users.

By bringing knowledge learned through clinical training the Clinical Scientists will work with clinicians, managers and Biomedical Scientists to ensure the delivery of a first class service with quality and 'getting it right first time' at the heart of the Pathology model. Through higher scientific training, Clinical Scientists will have the opportunity to train for more senior clinical and managerial roles in Pathology



NSHCS

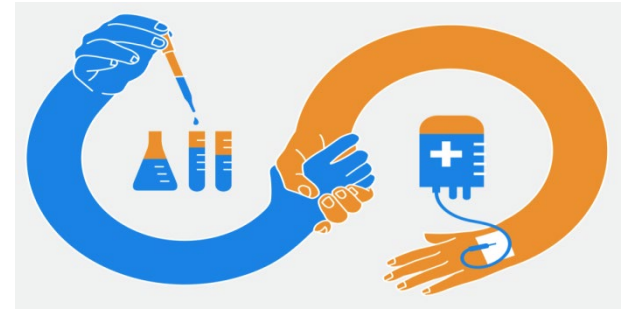
- HSST graduates – primed and ready to take NHS into the future
- Not just delivering expert practice and experience
- Includes significant elements of leadership, research, innovation and professional development.
- Allows for service development
- New posts could include one or all of these aspects

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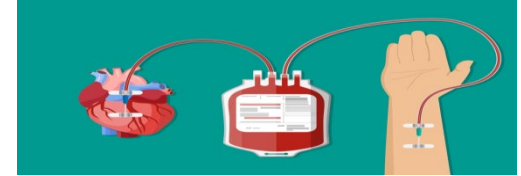
HSST in General

- What does the HSST involve?
- Current situation in Plymouth
- Clinical experience – access to training
- New knowledge and skills gained
- Registrars
- Consultants
- Employment opportunities?
- Widen participation – equivalence - NEW!




Transfusion as a Specialism

- HSST for transfusion science originally aimed at employees in transfusion centres like Filton
- How will trainees be integrated into the hospitals within the NHS?
- What will their role be?
- It can vary depending on what their specialism is
- First cohort of trainees are nearing the end of their training



Hundreds of clinical scientists are working at very senior levels and unlike medical consultant roles, there is inconsistency across the scientific specialties and within trusts, in terms of what they do and how they are appointed.

[Higher Specialist Scientist Training \(HSST\)](#) seeks to train and develop an increased number of very senior consultant clinical scientists who can lead the development of new research, technology and practice working within multi-professional clinical teams to deliver quality improvement, innovation and world-class outcomes for patients. These training programmes are now under way and it is important employers understand and are prepared for the appointment of these consultant scientists when they emerge from training programmes or successfully complete equivalence with the [Academy for Healthcare Science](#) .

It is important that there is consistency in understanding the new consultant clinical scientist role and that employers can be assured that they are recruiting and developing expertise in a way that reflects the vision for healthcare science and modernising scientific careers.

Consultant clinical scientists are an essential force in improving healthcare. They set evidence-based standards for laboratories and bring in new technologies and scientific methods to transform outcomes for patients. Most also contribute to research.

Guidance for Employers

- NHS Employers 2016 – due to inconsistency in how they are appointed and what they do



"What fits your busy schedule better, exercising 15 minutes a day or being dead 24 hours a day?"



The Royal College of **Pathologists**

Pathology: the science behind the cure

Consultant clinical scientists train to the same level as medically qualified pathologists. Combining years of scientific expertise with training in patient care, they oversee the diagnosis of disease, lead services and guide a wide range of healthcare staff.



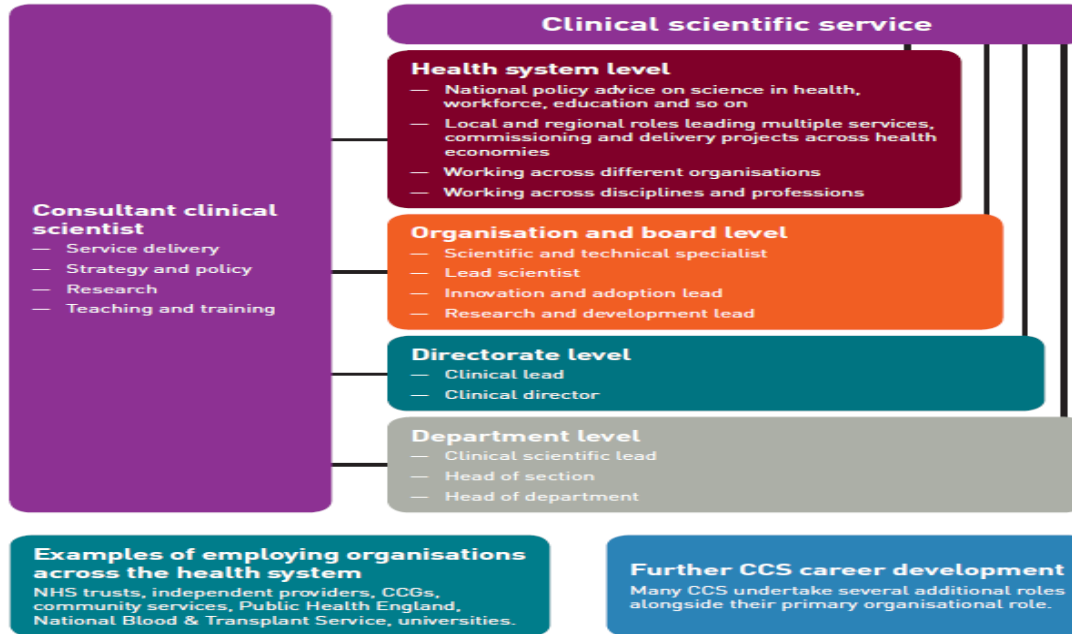
NHS Employers

- Employment structure
- Generic role descriptor and person specification
- Illustrative examples!
- Appointment process
- Appraisal process
- FAQ's
- Flexibility is key



Employment Structure

EXAMPLES OF THE RANGE OF EMPLOYMENT ROLES UNDERTAKEN BY CONSULTANT CLINICAL SCIENTISTS



Generic Roles

- Scientific and technical knowledge
- Leadership
- Management of budget and staff
- Design and deliver training programmes
- Compliance with standards and risk management
- Work across organisational boundaries
- Clinical practice and patient contact
- Research, development and innovation



Use of CCS in Transfusion

- Availability and quality of decisions around transfusion
- At risk due to lack of transfusion on medical curriculum
- Not all Trusts are large enough to warrant this type of post
- ?shared posts due to lack of HSST posts
- Involve other local Trusts
- Need to be involved more clinically
- Overlap with TP's
- MDT engagement/presence - communication



Summary

- Increase in clinical scientists
- Quality of training
- HSST graduates emerging
- New vision for laboratories
- Research and test interpretation
- Suggest treatments
- Leadership role
- Engagement from NHS Trusts



- Thank-you for listening
- Any questions?

