

The Uncertainty of it All

Joint meeting of UK NEQAS (BTLT) and the BBTS Blood Bank Technology Special Interest Group

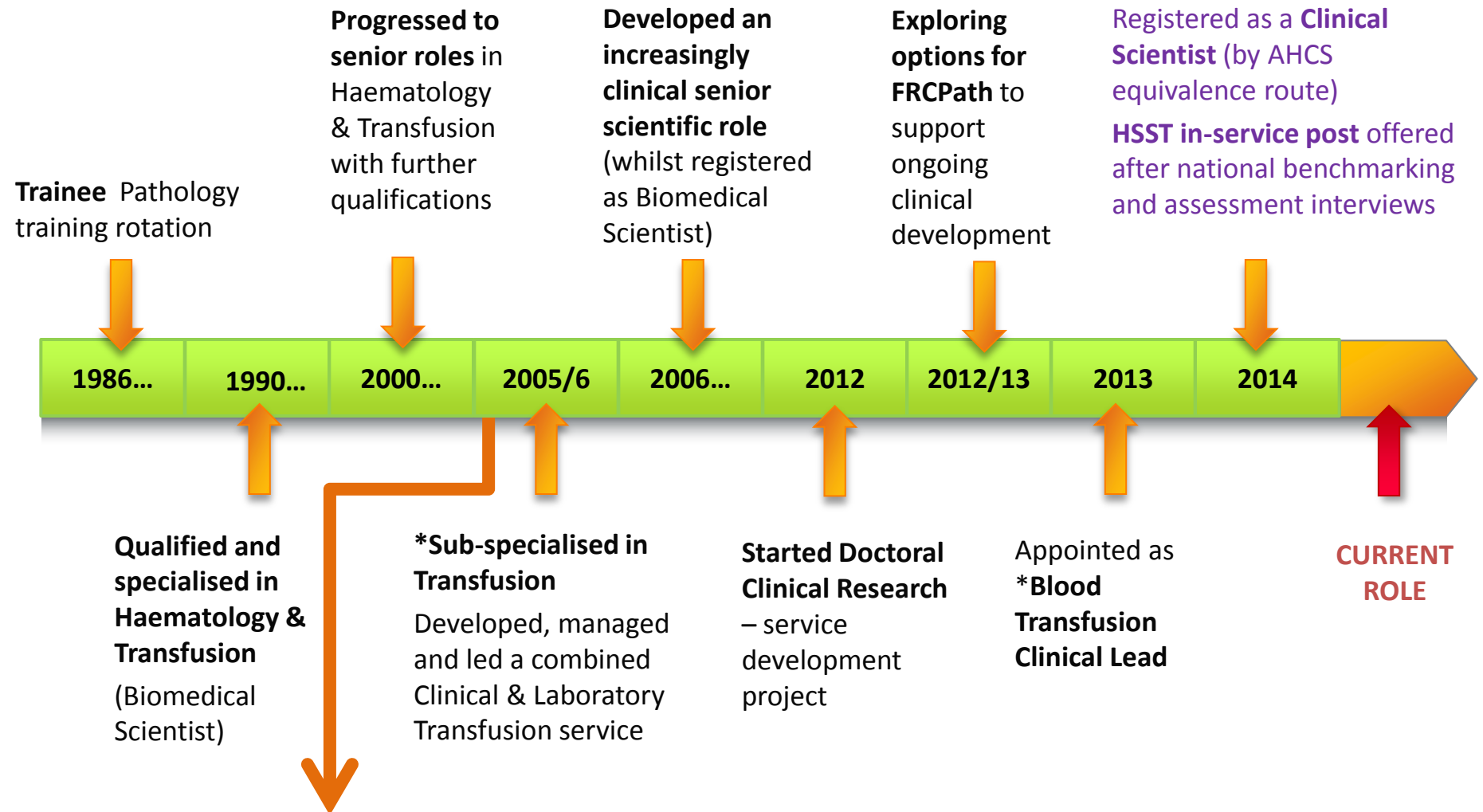
10th November 2015 | 10:00am - 4:20pm | Birmingham Motorcycle Museum

The Reality of the Consultant Transfusion Clinical Scientist

Sharran Grey

Principal Clinical Scientist/Blood Transfusion Clinical Lead

My Background – Key Milestones



Transfusion Practitioner for 1 year

Equivalent of the TP role is now undertaken by the whole team appropriate to grade, skills and experience

Biomedical Scientists

Training

IBMS Portfolio (Registration/Specialist)

Qualifications

BSc/MSc Biomedical Science
IBMS Qualifications (FIBMS, Diploma, Higher
Specialist Diploma, Expert Practice etc.)

Registration

HCPC Registered as Biomedical Scientist

Training

National School of Healthcare Science
Competency Assessments

Qualifications

MSc Clinical Science/AHCS Certificate of
Equivalence
Prof. Doctorate (Clinical Science) - optional
FRCPath

Registration

HCPC Registered as Clinical Scientist

Clinical Scientists

Manager

Senior Grades

Clinical Specialist

Patient Contact

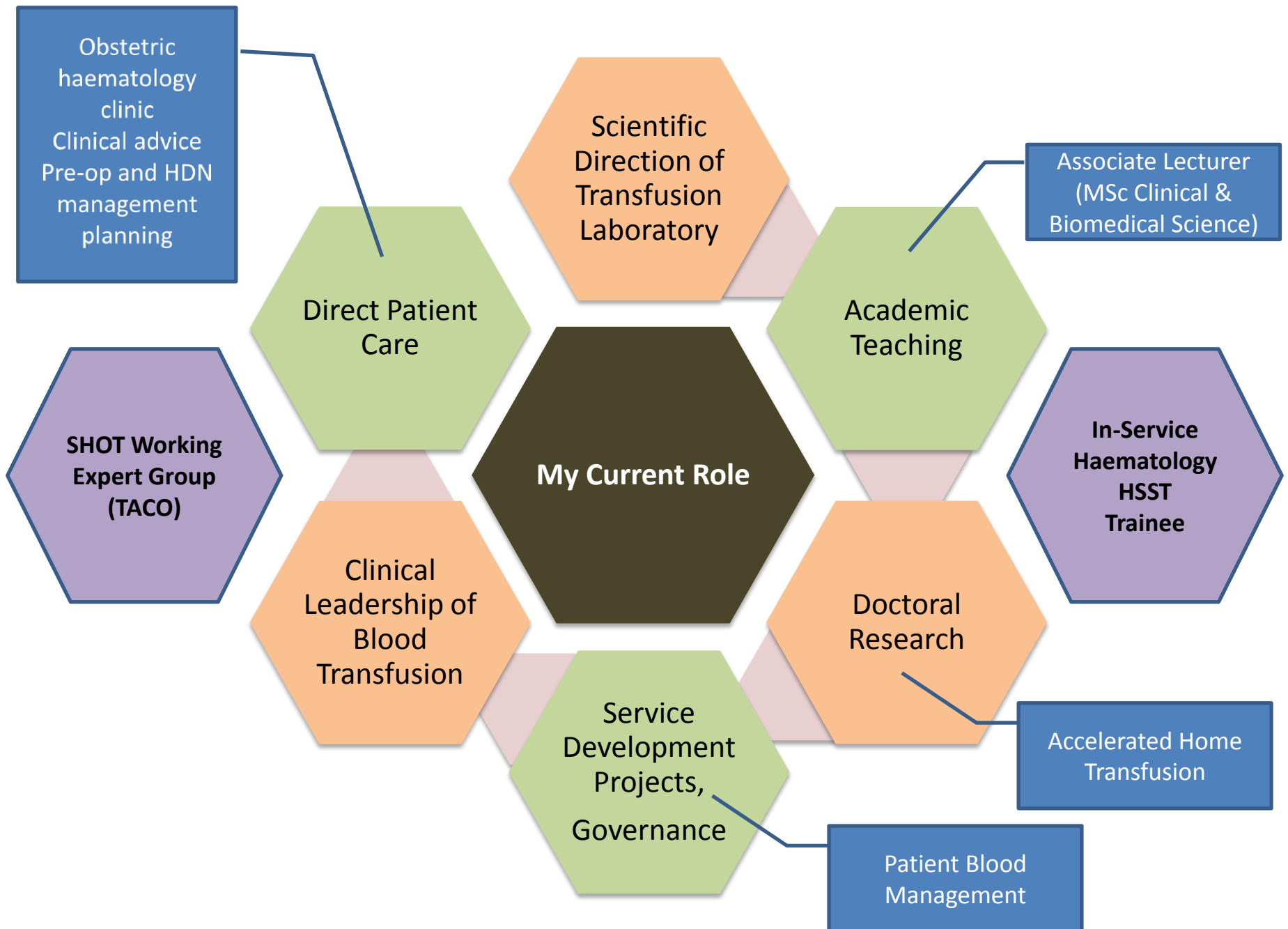
**Technology/
Laboratory-based**

Role Emphasis

**Scientific/
Clinically-based**

Delivery and Reporting of Laboratory
Testing and investigation
Quality Management
Operational Lab Management

Direct Patient Care
Clinical Advice & Result Interpretation
Clinical aspects of lab service
(interface/leadership role)



Clinical Scientist Equivalence Process



Register an expression of interest with AHCS



Receive an invitation to apply



Complete online initial application (extensive)



Scrutinised against entry criteria



Submit a portfolio of evidence based on Good Scientific Practice and STP curriculum within 6 months



Invitation to panel interview



Do a full STP Programme



Partial Equivalence

Further action/evidence then re-apply



APPLY



Thinking about becoming a Clinical Scientist via AHCS 'Equivalence'?

Initial application and screening

Costs £280 (refunded less £50 fee if rejected at this stage)
This will check your experience, training, employment, qualifications, disclosure and barring etc
Your qualifications will need to meet a minimum standard

Evidence gathering and portfolio

Portfolio structure

- Training and experience
- Research activities
- Service development and innovation
- Professional responsibilities and leadership
- Conferences and presentations
- Publications and awards
- Professional development and career management

All evidence must be mapped to the 'Good Scientific Practice' template

Ensure it is in the context of the Haematology & Transfusion STP curriculum

<http://www.ahcs.ac.uk/equivalence/equivalence-guidance/>

Interview assessment

30 – 90 min
3 assessors (2 specialty experts, and 1 lay assessor)
May be asked to clarify aspects of portfolio
Set questions on all any aspect of GSP and curriculum
Assessors make an outcome recommendation which is subject to AHCS ratification before final approval

Your Evidence: GSP Domains

Professional Practice	Appraisal, multi-source feedback, training, competency assessment, team-working, delivering training & education, evidence of CPD, critical reflection log
Scientific Practice	Review/writing of SOP's, equipment validation reports, method development, incident investigation and CAPA, audit (reports/action plans).
Clinical Practice	Case studies, clinical interpretation/comments test reports, record of clinical advice given, clinical management plans, clinical guidelines/policies/protocols written.
Research & Development and Innovation	PhD/MSc thesis, peer-reviewed publications, awards, oral and poster presentations at conferences, audit reports.
Clinical Leadership	Job descriptions, professional appointments, CV, multi-source feedback, references.

HSST (In-Service) Appointment Process



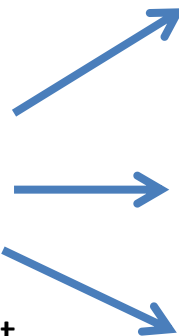
- Employee identified for development.
- Organisation application to host a HSST trainee

Complete online application

- Qualifications
- Registered as a Clinical Scientist
- Experience
- Statements
- References
- Health, convictions etc.



Attend assessment
and interview



3
stations



HSST Programme

Role	Substantive role unchanged Role development geared around training curriculum and service development across haematology and transfusion
Doctoral Degree	Professional Doctorate part of HSST programme – optional (I will complete the Prof. Doc. Started in 2012 instead)
Stage 1 Training	HSST Haematology/Transfusion curriculum* NSHCS competencies and assessments FRCPath Part 1 examinations Autumn 2016
Stage 2 Training	HSST Haematology/Transfusion curriculum* (sub-specialise) NSHCS competencies and assessments Research/Innovation project (may submit doctoral thesis) FRCPath Part 2 examinations by 2019
Completion	Certificate of completion confers eligibility to apply for Consultant Clinical Scientist posts

*dedicated Blood Transfusion curriculum in development

Personal and Organisational Benefits

- Improved role governance and opportunity to progress
- Changing demands of consultant haematologist roles (physician 'v' pathologist).
- Integration of clinical and laboratory aspects of the service
- Opportunities and options for review and development of the service
- Offer different models of service provision and patient care

Reality

- Modernisation - new ways of providing and delivering services to meet patient needs in today's NHS
- Clear career progression pathway
- New knowledge and skills

Uncertainty (is good and will be ever present!)

- We always need to be ready to change
- Flexible and responsive approach to future models of patient care and service delivery in a changing healthcare environment

Thank You!
Any Questions?