

Items:

As the first Healthcare Science Notice Board of 2020, we wish everyone a Happy New Year; the core teams look forward to working with you in the coming months.

In this edition we outline: our first Annual Report 2018-19 which covers our commissioning role, CPD offers and our quality assurance work; progress with our e-learning offer; some further comments on our training progression monitoring in 2019; a reminder about National Training Numbers and how to get one; our face-to-face trainers offer; a request for your Global Citizenship stories.

Annual Report 2018-19

In November 2019 we published our first Annual Report reflecting the range of activity NES Healthcare Science does. The report majors on our quality monitoring role of training and our insight as a national Board. We expect to publish the 2019-20 Annual Report in Spring 2020. The Latest Report is available at: <https://www.nes.scot.nhs.uk/education-and-training/by-discipline/healthcare-science/all-healthcare-science/publications/annual-report-2018-19.aspx>

TURAS Learn, Healthcare Science e-learning: co-creating ideas.

TURAS Learn: <https://learn.nes.nhs.scot/> is a multi-profession repository for learning material. It is free to use, and a nationally accessible learning management system.

We have established a service whereby we can organise the publication of your learning material to any TURAS Learn user. A short resource on how to go about this is at [TURAS-HCS](#)

We are starting to develop specialty specific content with colleagues that addresses “*point-of-need-learning*”. In readiness, Healthcare Science staff can register now on TURAS Learn using **Healthcare Science** as their workforce role descriptor, with further sub-roles (such as Labs, Physical Sciences, Clinical Physiology).

Our first tranche of new learning resources authored by colleagues in service covers radiation safety, MRI, genetics services, reflective practice and medical equipment services. We are interested in developing the offer for a wider range of specialties and welcome your suggestions for content.

So, if you have potential learning materials from your specialty – perhaps in the form of a PowerPoint slide show – let us know. By hosting it on TURAS Learn and adhering to some straightforward governance principles, such material could be quickly accessible, trackable and reviewable to a wide cohort of TURAS Learn users. Contact us at HCS@nes.scot.nhs.uk

Also, of note is a new learning resource on the QI Zone of TURAS Learn: Measurement for Improvement <https://learn.nes.nhs.scot/3870/quality-improvement-zone/elearning>

2019 Notification of Annual Review of Competency Progression (ARCP)

Our quality monitoring programme covers a training plan audit and annual progression monitoring. For eligible training number holders, the net positive response to these requests was 92% of over 260 requests. We will be summarising our 2019 quality monitoring findings in our 2019-20 Annual Report, due out in Spring 2020.

Progression monitoring is a key tool in our assurance programme. Our training number holders seem to recognise the importance of regular structured dialogue to check that matters are on track. We have an 8% non-response rate to ARCP requests and training plan audits; we are considering how to address this; our perspective is that these are most likely to be the trainees where difficulties are arising.

Trainee Handbook

We have refreshed our Trainee Handbook to make it relevant to both postgraduate and practitioner-level trainees who have a National training Number; as at 24-12-19 there were 189 holders of such. The handbook signposts readers to our standards and processes – particularly quality monitoring, and helps new trainees understand better the healthcare science landscape in Scotland. The Handbook is at <https://tinyurl.com/vfykpl5>

2019 Trainee and Supervisors survey

Our 2019 Trainee and Supervisor voluntary survey yielded a 45% and 50% response respectively. The survey detail is at <http://www.knowledge.scot.nhs.uk/hcstrainees/trainees.aspx>
The survey has helped inform planning for our February event.

2020 Trainees national event – 7th Feb COSLA Edinburgh

Our 2020 Trainees' and Supervisors' event is coming up. This year we have given the platform to trainees and early career colleagues to give bite-size renditions of their experience. Our workshops will touch on equivalence, STEM, e-learning and educator networks. Registration at <https://events.nes.scot.nhs.uk/hcs-february-2020/> closes 17th January 2020.

Human Factors

NES Human factors and quality Improvement offers are available at <http://www.knowledge.scot.nhs.uk/hfe.aspx> This is a generic offer to the multi-disciplinary team and a great opportunity to learn alongside other health professions

Our assurance programme – how to obtain a National Training Number for Healthcare Science staff in training.

We would like to invite practitioners and postgraduate healthcare science staff in training to join the community of HCS National Training Number holders and to participate in our assurance programme. There are staff in Healthcare Science undergoing professional qualifications with their representative professional body who are not known to NES. These staff become an important part of the workforce with additional knowledge and skills essential to the scientific service. We wish to include these individuals in the trainee count. Some of their peers may already possess a National Training Number. Examples of training could be specialist, and higher specialist portfolio undertaken with a professional body; an MSc or PhD through and independent route or an unregistered employee who is working towards some sort of equivalence portfolio to become registered.

Why this matters...

In Scotland we have sought to preserve a wide definition of the scientist in NHS Scotland. Building a community of scientists whose training is covered by the same generic assurance standards enhances our group's identity and avoids duplication of "assurance" for different types of Practitioners and Post-graduate Healthcare Scientist - sometimes co-located in the same unit.

Our assurance programme is light-touch and is irrespective of profession or group. It is designed to:

- assure that that public funds are wisely spent;
- assure that training is safe and effective for trainees, trainers and users/patients; and
- assure regulators and NHS Scotland, as our employer, that the training of us as scientists is subject to uniform national oversight.

What does this mean for the trainee?

In issuing a National training Number we will ask for a broad estimate of a trainee's training timescale, any key NHS supervisor and – within the training period - an annual confirmation that your training is proceeding to plan. Our Principal Leads will help with this, but the information is minimal. It is held on the [TURAS](#) Training Programme Management (TPM) system.

Our assurance programme is described at the Knowledge Network community:

<http://www.knowledge.scot.nhs.uk/hcstrainees/postgraduates.aspx>

Actionable concerns and the benefits of an assurance process

In our first two years of running this programme we have monitored around 140 trainees annually. We have found a 4%-5% rate of "actionable concern". By this, we mean a situation where a trainee has asked NES for an opinion on the state of their training, or where annual reporting has

revealed an issue. When this happens, we are available to help stimulate a conversation with parties: our Special Measures Guide outlines the type and depth of intervention.

Our involvement in assurance and experience of actionable concerns has helped improve our CPD offer to trainers. We have redesigned our face-to-face trainers' courses to better articulate them with our assurance programme. Information about these courses is available on request from HCS@nes.scot.nhs.uk

Obtaining a National Training Number

Assurance of the training of our NHS scientists benefits everyone. As a trainer or trainee, the process involves our (minimal) annual monitoring and survey. Contact HCS@nes.scot.nhs.uk for further information.

Face to face courses 2020: Trainer days and Leadership courses

Our revised *Train-the-Trainer* and *Trainees-in-Difficulty* one-day courses better reflect our involvement in the monitoring of training. Our *Trainees-in-Difficulty* day focuses on the typical causes and steps to remediation. Participants are introduced to our Special Measures guide. Both these courses have now been successfully piloted and further cohorts are offered from January 2020. Courses are much more closely linked with our quality monitoring role. Please contact us if your local cohort (12+) would like one of these courses delivered and we will try to help later in the year. [NES HCS Trainers site](#)

Whilst our trainer offer is generic, our programmes are valid evidence of trainer preparation when service is undergoing accreditation – such with UKAS.

In 2020, we are offering 3 cohorts each of our *Foundation in Leadership* (previously called Early Career) and *Refreshing Leadership* programmes. Both are 3-day development sessions delivered by colleagues from NES Organisational Development, Leadership and Learning. Details of these and of our trainers' offer can be found on the [NES Portal](#)

2020 Training Centre monitoring

Four years ago we ran a major exercise to “accredit” or recognise training centres hosting trainees with National Training Numbers. The exercise involved panels and representatives from various specialties and professions to help give us a basic assurance that the centres were aware of our standards and capable of supporting training. We ran this with The National School for Healthcare science, specialty and lay observers on the panels; it was a key component of NHS Scotland’s ability to host STP trainees, though in Scotland the process is to support a wider range of healthcare science trainees.

In 2020 we intend renewing our recognition-of-centres exercise and we will be in contact with the affected centres soon. We anticipate a less intensive recognition process given that our key assurance tools of ARCP and training plan audit seem to be well supported by colleagues.

Global Citizenship

Global Citizenship in NHS Scotland is a Government initiative to encourage partnerships around the world, using expertise in Scotland for the common good. The NHS in Scotland has a growing track record of fostering links with developing countries with mutual benefits. We are interested in hearing for Healthcare Science Staff who have already made such links, particularly in the context of training and staff development.

Global Citizenship information is at <https://www.gov.scot/publications/global-citizenship-scotlands-international-development-strategy/>

Please do contact us at HCS@nes.scot.nhs.uk with your stories.

NES Healthcare Science Core Team

The NES Healthcare Science core team is:

[Dr Robert Farley](#) - Healthcare Science Programme Director

[Claire Cameron](#) - Principal Lead

[Lorna Crawford](#) - Principal Lead

Vacant - Principal Lead (being advertised Jan 2020)

[Dr James Logie](#) - Principal Lead

[Simon Petrie](#) - Business support

[Charlie Brownlee](#) - Management Accountant

[Leanne Neil](#) - Finance analyst

Situations vacant!

At the end of 2019 we bid adieu to Andrew Davie, Principal Lead. We have a vacancy to join our core team, 0.2 WTE. Further information at

<https://apply.jobs.scot.nhs.uk/displayjob.aspx?jobid=13783> closes 22-Jan-2020

Join our mailing list

Following the GDPR implementation, we would encourage recent trainees and NHS recruits in healthcare science to join our *Mail Chimp* mailing list. Please email HCS@nes.scot.nhs.uk to be included or for comments on what you have read here. Our list is used occasionally for NES Healthcare Science alerts like this *HCS Notice Board*; it is not shared with third parties.