



Our role at NHS Education for Scotland in supporting in postgraduate scientist training.

Dr Rob Farley

NES Healthcare Science Programme Director

COSLA 2nd Feb 2018

Since 2009

- **Commission** and support training grades
- Offer generic **CPD** in leadership and trainer support

Since 2016

- **Monitor** and “assure” training

The NES HCS team

1 HCS Programme Director 

7 Principal Leads (0.2 WTE)       

1 Business support (0.3 WTE) 

Plus a shared contribution from:

NES Events X 3

NES Training X 2

NES Educational governance / assurance
X2

And of course YOU!

Educators

Supervisors

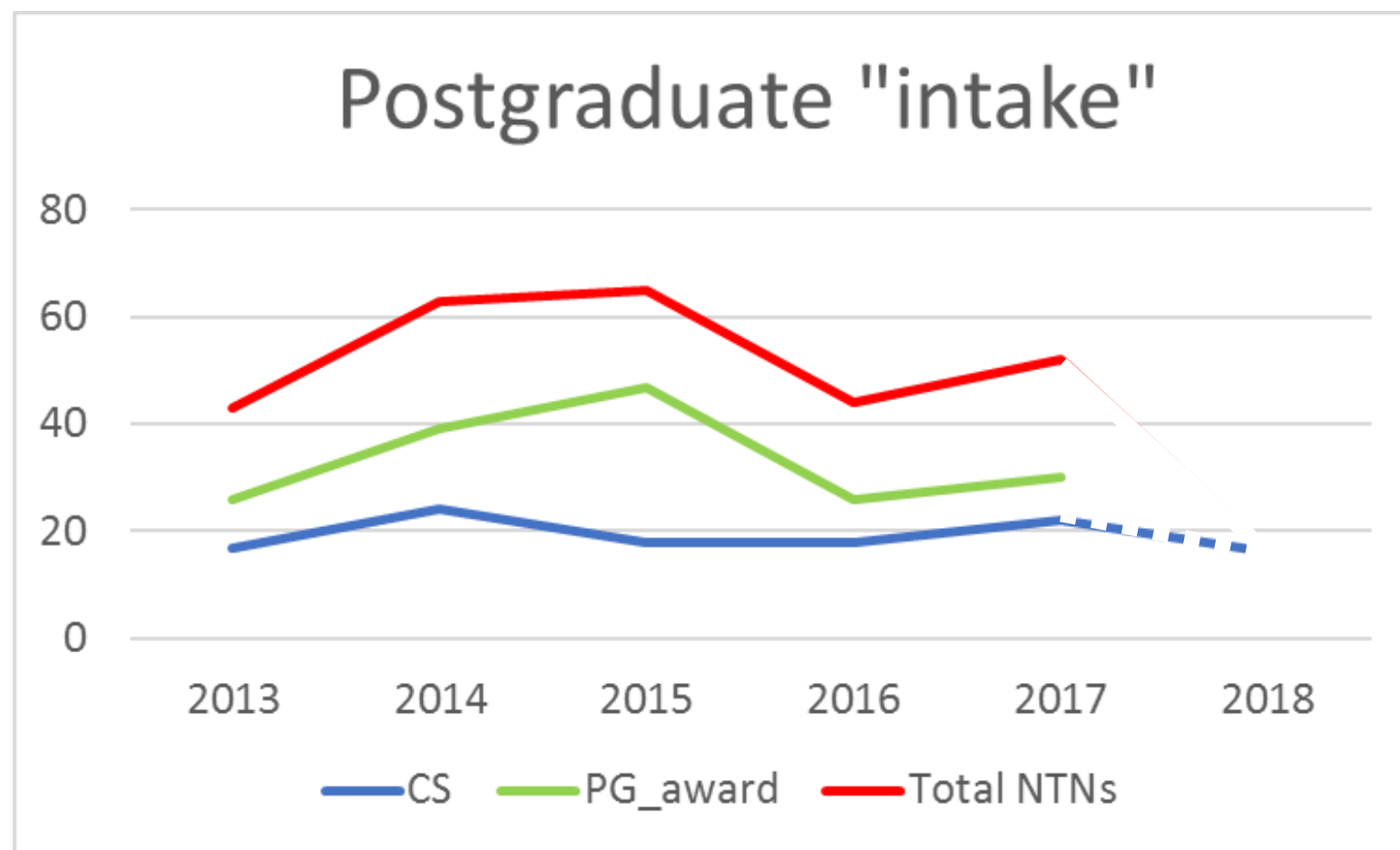
Scheme Leads

Trainers

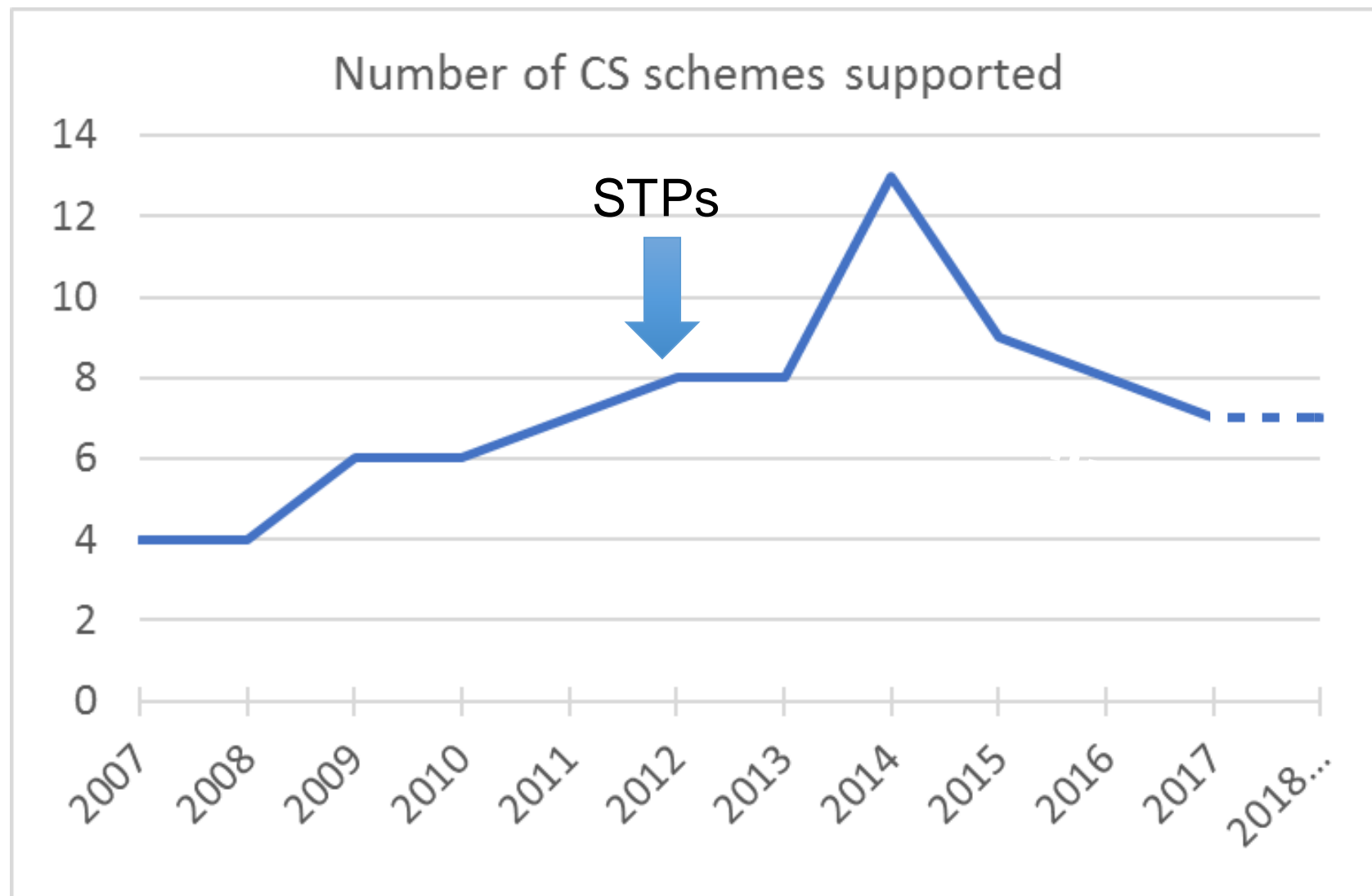
Mentors



135 “active” trainees with National Training Numbers
~ 180 supervisors and trainers (known).



Jan 2018



Commissioning: in theory to support...

- Priority areas
- Workforce need
- Service transformation

Commissioning: in reality...

- Expressions of interest process
- Bursary support process – Common Core List

Commissioning: in reality...

- Expressions of interest process
- Bursary support process – Common Core List

Both routes we ask:

- What is the rationale?
- Is there support and capacity to train?
- Is there a plan?
- **Is there accountability?**

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- What is the rationale?
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Monitoring and Assurance
of departments, trainers and trainees

Self assessment back in 2016 / 17

Departments sent standard XLS: 20 questions...

- Educational quality
- Infrastructure & accountability
- Risk, safety, Patients & Public, Equality & Diversity

Departmental staff who are clear about the aims and objectives of training

Meets standards

Approaches standard

Does not meet



Responses with 'evidence'

Dialogue to encourage improvement.

Reviews

- Consortium / collective approach
- Some in partnership with National School
- Review panel includes NES rep **and NES lay/patient rep**



Annual trainee survey 2017

Response rate ~ 55% (123 contacted)

Responders by type:

- 30% Biomedical Scientist
- 19% STP Clinical Scientist trainees
- 44% Non-STP Clinical Scientist trainees
- and a few others.

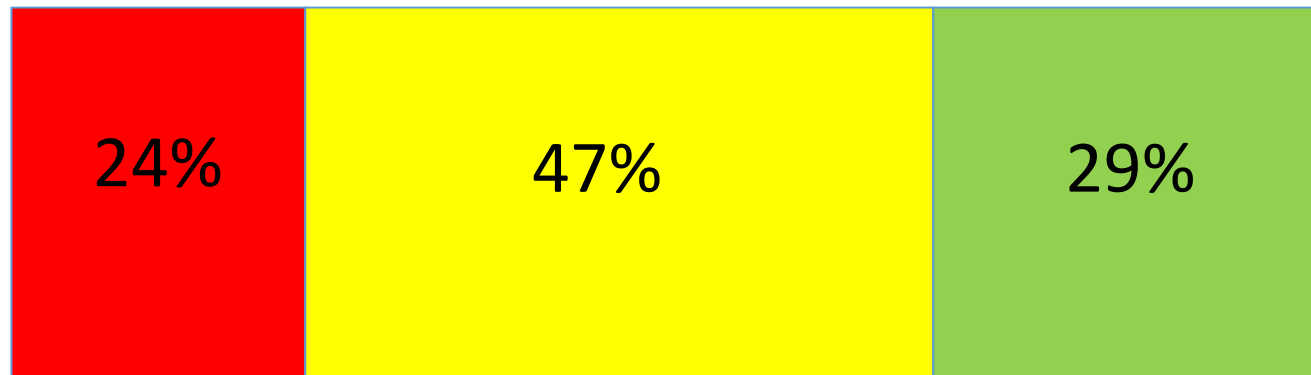
(Also a supervisor survey 2017)

Has your experience in the workplace improved your confidence as a postgraduate scientist?

Detractors

Passives

Promoters



- Do you feel valued? 36% partly, 6% not
- 27% felt they had no training plan
- 25% undocumented/no sign off of progress
- 6% no annual review, or 42% “partly” reviewed...
- 9% issues with feedback/direction
- 55% no multi-source feedback
- 15% not sure/would not recommend programme

“Healthcare Science Knowledge Network”

Doc18(v1)-PostgradManual Welcome to Postgraduate Scientist Training in Scotland
Page 1 of 11



Welcome to postgraduate scientist training in Scotland

August 2017



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

Obtaining a National Training Number

NES Healthcare Science Guidance on obtaining a National Training Number

Doc 22 (v4) Oct 2017

This document describes the process of obtaining a National Training Number (NTN) from NES for those postgraduate Healthcare Scientists whose training is not directly commissioned by NES.

National Training Number

NES Healthcare Science monitors workplace training via departmental self-assessment, training group reviews and progression monitoring. It includes postgraduate scientist trainees. More information about our standards and the scope of quality monitoring is on the NES Knowledge Network site at <https://tinyurl.com/yc84g9hj>.

By obtaining a NTN, you will be joining this postgraduate community who participate in these quality monitoring processes to satisfy NES requirements.

To obtain a NTN you will:

- in a department that has self-assessed
- a training plan
- a training supervisor
- an annual review of progression
- participate in NES surveys and respond to

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

TURAS <https://turasdashboard.nes.nhs.scot/>

The screenshot shows a web browser window with the following elements:

- Browser Tabs:** "Becoming an Academy", "Postgraduates - Healthca...", "Turas | Dashboard | Hom...".
- Address Bar:** "Secure | https://turasdashboard.nes.nhs.scot".
- Page Header:** "TURAS | Dashboard" on the left; "Dashboard | Applications" and a user profile "Robert Farley" on the right.
- Section Header:** "Home" followed by "Welcome to Turas - All your applications in one place" and "For people working in Health & Social Care".
- Text Block:** "Turas is NHS Education for Scotland's (NES) new single unified digital platform for Health & Social Care professionals. From here you can access all your NES applications with a single secure sign on. Our aim is to provide you with the information and resources you need to support you throughout your career in the public sector."
- Application Tiles:** Three colored tiles labeled "Learn" (blue), "Portfolio" (red), and "Training Management" (orange).
- Footer:** "Accessibility Privacy Terms and Conditions", "©2018 NHS Education for Scotland", "3.0.28.88", and "TURAS is developed by NHS Education for Scotland".
- Taskbar:** Windows taskbar with icons for Edge, File Explorer, Media Player, Chrome, and various office applications. System tray shows time "11:13" and date "15/01/2018".
- Helpdesk:** A green vertical button labeled "Helpdesk" on the right side of the dashboard.

TURAS: HCS training programmes

Browser tabs: About The Academy - Th x NHS Turas - Programmes x

Address bar: <https://turastpm.nes.nhs.scot/Turas/Programme?programmeClassId=3&pageSize=15&sortField=Name&sortDirection=Ascending&pageNumber=3>

Apps For quick access, place your bookmarks here on the bookmarks bar. [Import bookmarks now...](#)

TURAS | TPM Dashboard | Applications Robert Farley

Home Programmes Trainees Trainers Education Providers Study Leave ARCP Panels Users

Programmes Search by programme name or code

Programmes Analyse Generate Report Create Programme

Non-STP Medical Physics / Clinical Engineering	Healthcare Science	HCS/SCO/001	Healthcare Science	Scotland	01/01/2010	31/12/2080	<input type="checkbox"/>
Non-STP Microbiology-Virology	Healthcare Science	HCS/SCO/005	Healthcare Science	Scotland	01/01/2010	31/12/2080	<input type="checkbox"/>
Non-STP Mol Path	Healthcare Science	HCS/SCO/009	Healthcare Science	Scotland	01/01/2010	31/12/2080	<input type="checkbox"/>
Non-STP-Biochemistry	Healthcare Science	HCS/SCO/002	Healthcare Science	Scotland	01/01/2010	31/12/2080	<input type="checkbox"/>
Non-STP-Genetics	Healthcare Science	HCS/SCO/004	Healthcare Science	Scotland	01/01/2010	31/12/2080	<input type="checkbox"/>
Non-STP-Haematology	Healthcare Science	HCS/SCO/003	Healthcare Science	Scotland	01/01/2010	31/12/2080	<input type="checkbox"/>
PG Award Academic/Work Based Development	Healthcare Science	HCS/SCO/051	Healthcare Science	Scotland	01/01/2010	31/12/2080	<input type="checkbox"/>

Taskbar: 13:53 16/01/2018

TURAS: HCS trainee timeline

TURAS | TPM

Dashboard | Applications | Robert Farley

HomeProgrammesTraineesTrainersEducation ProvidersStudy LeaveARCP PanelsUsers

Trainees

Search by trainee name or registration number

Q

HCPC Vol-Reg: | Grade And Level: Clin Sci Pre-Reg Route 1

Close

Edit

Trainee Details

Trainee Timeline

AugSepOctNovDecJanFebMarAprMayJunJul

Non-STP Medical Physics / Clinical Engineering

Tayside Health Board

31/3

<

02 Aug 2017 - 31 Jul 2018

>

Timeline Key

Trainee Details

Windows Taskbar

16:06 09/01/2018

Progression monitoring

Annual Review of Competency Progression “ARCP”

A check: supervisor & trainee

Formal/informal methods

Normal

Poor

Acceptable

Good

TURAS HCS trainee ARCP completion

TURAS | TPM Dashboard | Applications ▾ Robert Farley ▾

Home Programmes Trainees Trainers Education Providers Study Leave ARCP Panels Users

Trainees ▾ Search by trainee name or registration number

HCPC Vol-Reg: Grade And Level: Clin Sci Pre-Reg Route 1

Posts Per page: 10 ▾

Programme	Educational Provider	Start Date	End Date	Post Type	Specialties	OOP Cover
Non-STP Medical Physics / Clinical Engineering	James Watson Health Board	01/09/2017	31/03/2018	Regular	Radiotherapy Physics	

Showing 1 to 1 of 1 records Previous 1 Next

ARCP Per page: 10 ▾

ARCP Date	Programme	Start Date	End Date	Specialties and Sub-Specialties	Outcomes and Reason(s)
11/09/2017	Non-STP Medical Physics / Clinical Engineering	01/09/2017	1/09/2018	Radiotherapy Physics	1 Achieving progress and competences at the expected rate

Showing 1 to 1 of 1 records Previous 1 Next

Less Than Full Time Per page: 10 ▾

16:09 09/01/2018

[illegible]

Annual Review of Competency Progression

135 current National Training Number holders

101 ARCP requests

~79% return rate so far

Jan 2018

[illegible]

ARCP non-responders

21% no return rate...

12 Postgrad Award

3 STP

3 HSS

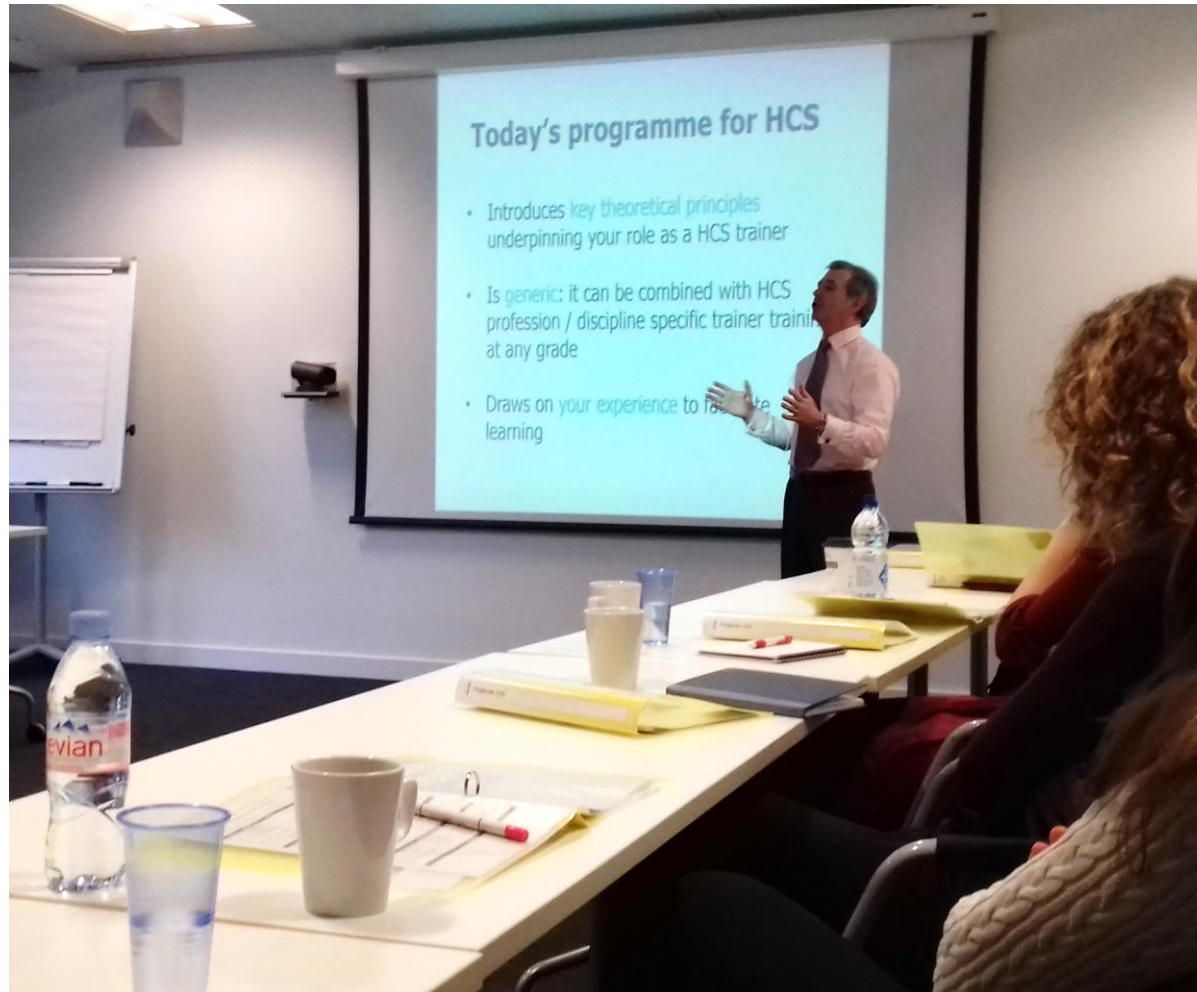
3 non-STP

Jan 2018

Quality monitoring: next steps

- Extension to NHS Practitioner-trainee grades
- Extension to practitioner training departments
- Introduction of Multi-source Feedback tool for HCS available on TURAS Portfolio; imminent

NES CPD offer for Healthcare Science.



NES CPD offer for Healthcare Science.

Early Career

Refreshing Leadership

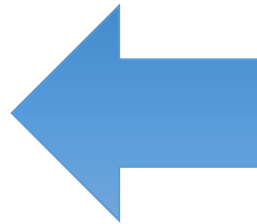
Train-the-trainer

Trainees in difficulty

NES CPD offer for Healthcare Science.

Early Career
Refreshing Leadership

Train-the-trainer
Trainees in difficulty



**QA: “would
you promote?”**

NES CPD offer for Healthcare Science.

Face to face courses are HCS-specific

Skills are generic

How can we improve?

An opportunity to **build local networks** of support:

- For trainees
- For trainers

Educators
Supervisors
Scheme Leads
Trainers
Mentors
Trainees

Help us to help you
Help each other too...



In summary.... what we do and are doing:

- **Commission** and support training grades
- Offer generic **CPD** in leadership and trainer support

Since 2016

- **Monitor** and “assure” training

This resource may be made available, in full or summary form, in alternative formats and community languages.
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how
we can best meet your requirements.



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