

School of Health, Science & Technology a “grow your own approach”

The Scottish Government Award for Driving Improvement,
Delivering Results

Our Problem

- Retention
 - Biomedical Support Workers
 - Registered Biomedical Scientists – Specialists
- Progression
 - No career pathway in place for BSW staff due to lack of degree in East

The Vision

- “Grow your own” pathway from School to Registration to enable a sustainable laboratory workforce for the future
- Design of bespoke programme for Biomedical Science
- Designated area for the delivery of in house training

The humble beginning...November 2009

- Collaboration with Adam Smith and Forth Valley Colleges to design a bespoke programme for BSW staff
- Funding secured via Skills Development Scotland – 20 places
 - 13 BSW staff funded for various qualifications
 - 3 registered staff funded to undertake assessor and verifier qualifications.
- Challenges
 - Twilight teaching
 - No designated space for delivery
 - No articulation programme in place for successful staff
 - No recurrent funding

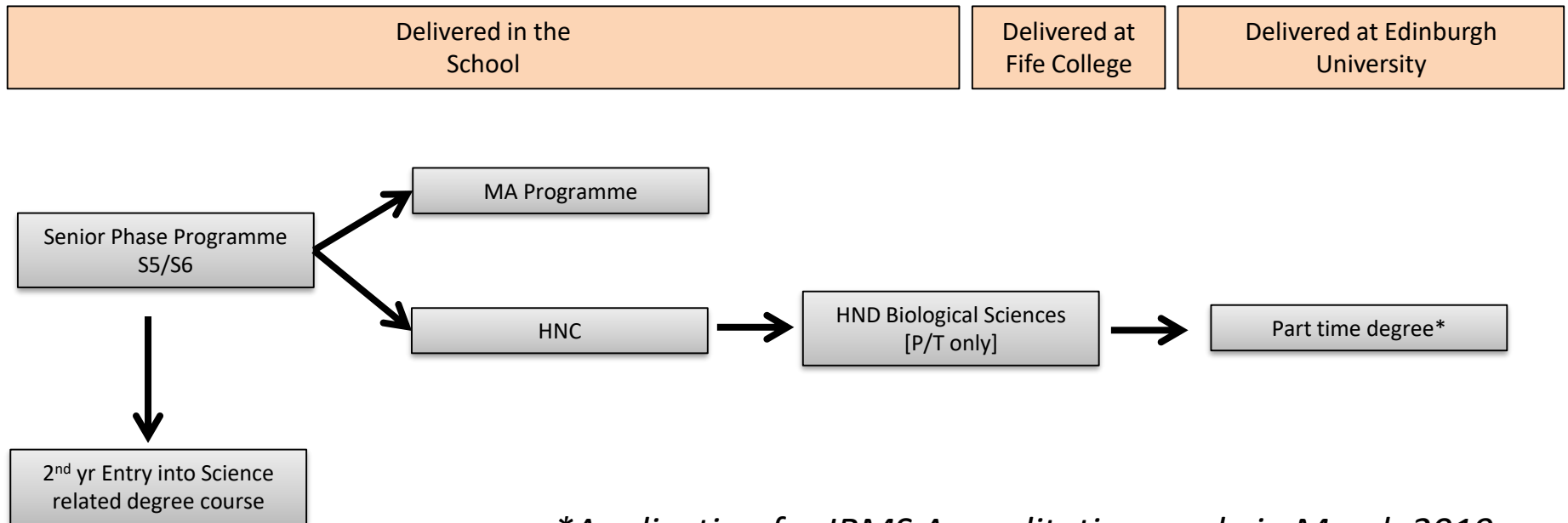
Solution 2012: The Science Training School

- NHS Lothian & Fife College partnership
- Space available within St Johns Hospital, Livingston NHS Lothian.
 - Classroom; Resource Room & Laboratory
- Offers bespoke courses and programmes which are co-delivered by staff from both NHS Lothian Laboratories and Fife College



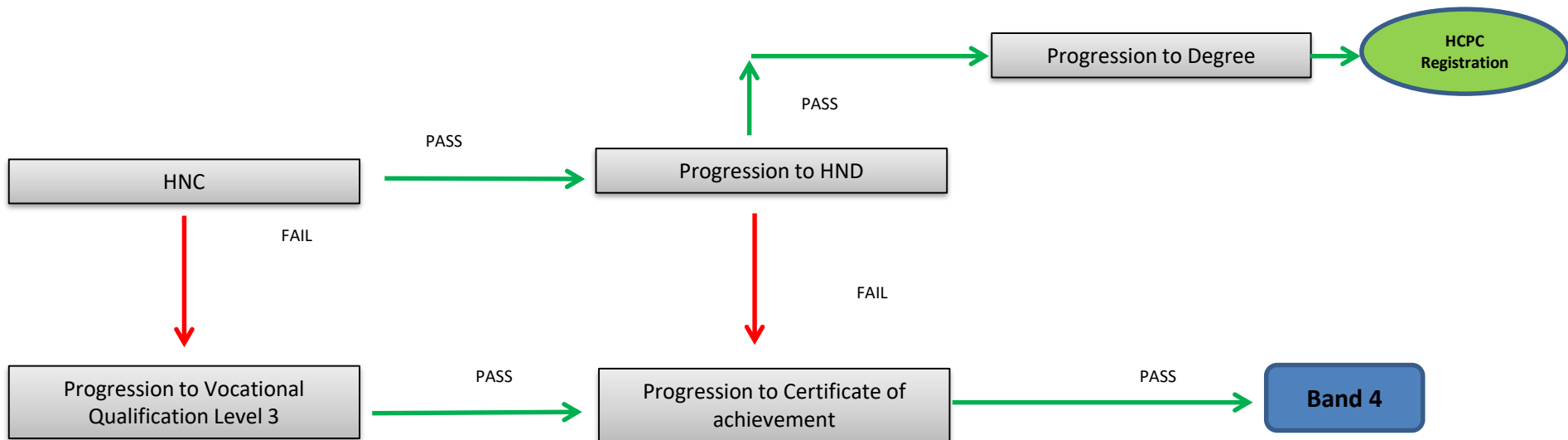
2013 to present

Career Pathway – Academic



**Application for IBMS Accreditation made in March 2019*

Career Pathway – Vocational vs Academic

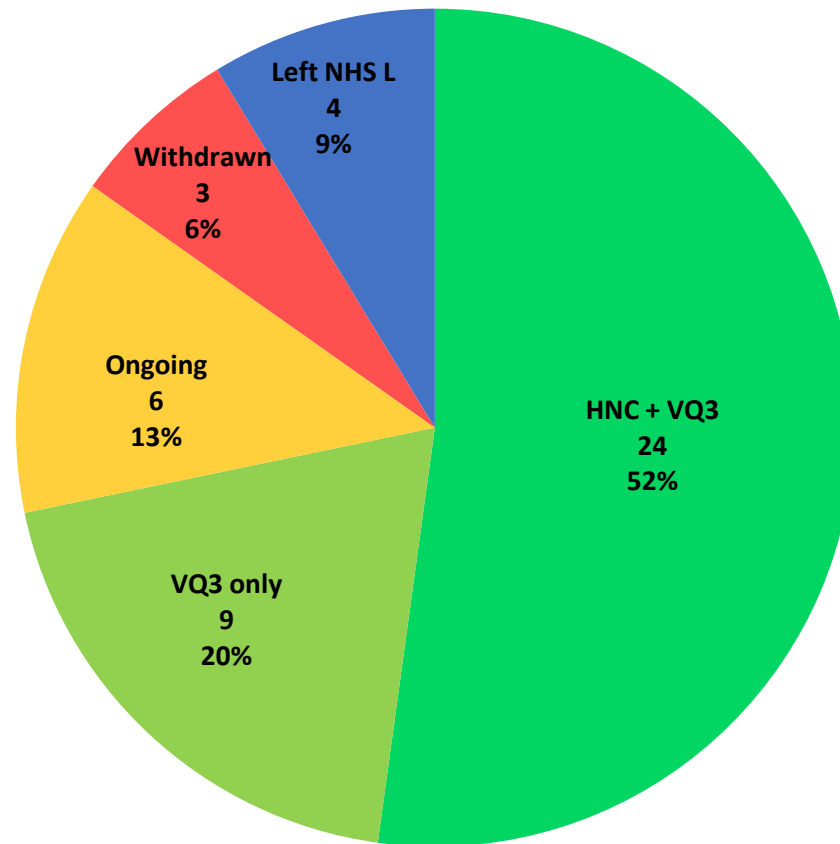


Success: School programme 2015 -2018

Number of Pupils commenced programme: 25

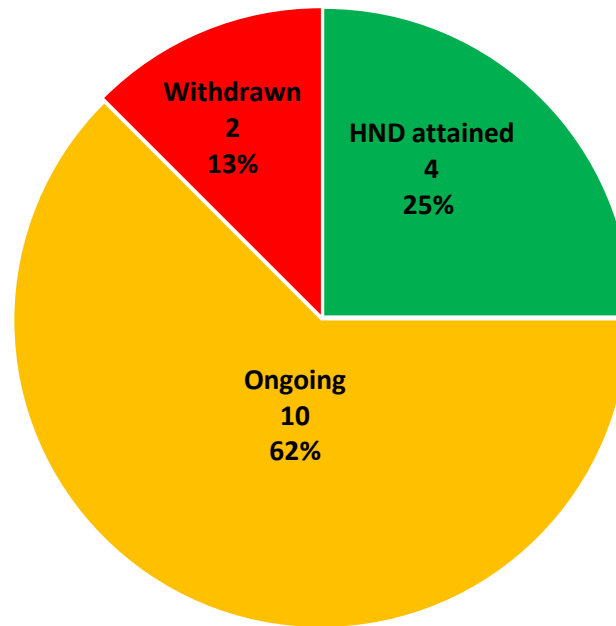
<i>Outcomes</i>	<i>Number of Pupils</i>	<i>Destination on leaving school</i>
HNC	20	All progressed to Yr2 Science Related University Course
PDA	5	3* Science related apprenticeships with private sector 2* University non science related degrees

Success: NHS Lothian BSW 2013-2018



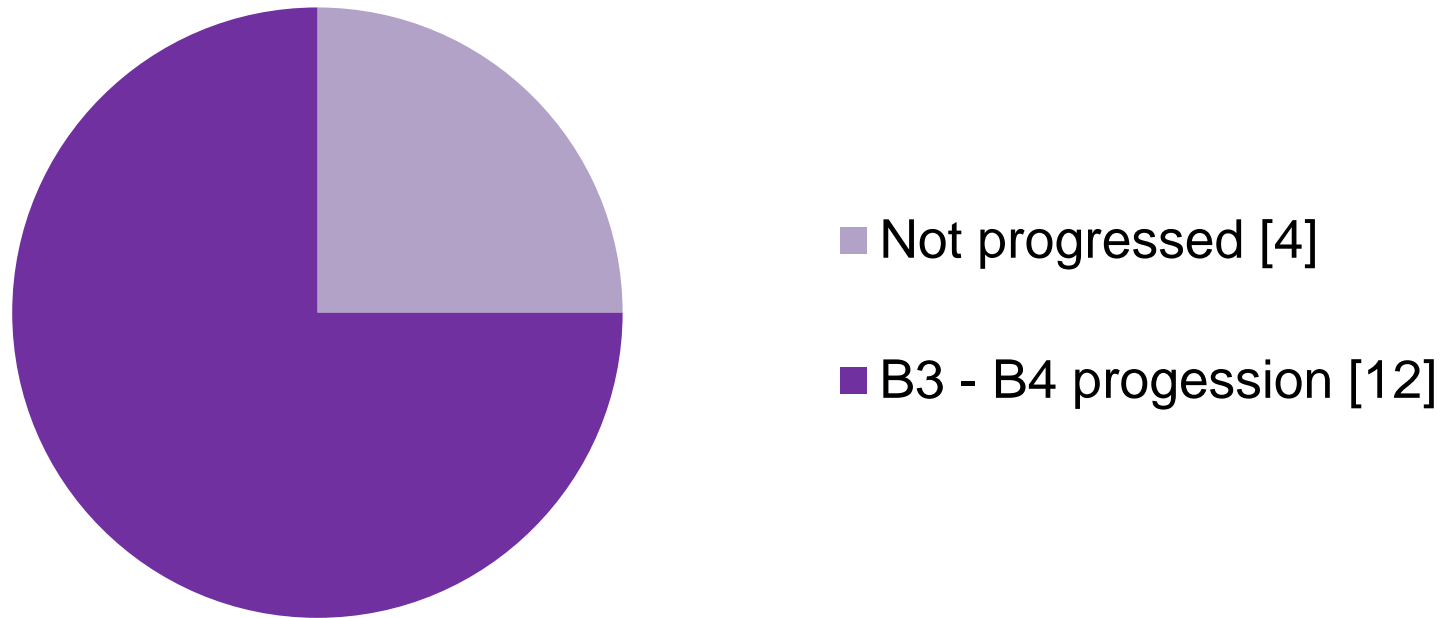
Total BSW Staff
commenced
programme
within STS – 46

Success: NHS Lothian BSW progression 2013-2018



16 staff have progressed to undertake HND Programme

Success: NHS Lothian BSW promotion 2013-2018



*Of the 12 that have been promoted, 5 staff
commenced the part time Edinburgh degree in 2018.*

The Partnership Benefits

- Service Level Agreement in place
 - Flexibility in design of courses and programmes – bespoke to service requirements.
- Costs & Profits are shared between the two organisations
- Apprenticeship Levy money paid by NHS Lothian is recouped and directed appropriately to developing staff (in house assessors).
- CPD opportunities
 - College staff are kept up to date with current practice (especially laboratory techniques)
 - NHS Lothian staff utilise college facilities
 - Opportunities for those industries we collaborate with – sharing of best practice and expertise

Next Steps

- Development of other early career and Apprenticeship programmes
 - Health and Social Care Apprenticeships
 - Alignment to with national policy [Health & Social Care Integration]
 - HCS & AHP Professions
 - Facilities
 - Nursing
 - Pharmacy
 - Psychology
- Different modes of delivery
 - Distance learning courses / Virtual learning
- Regional apprenticeships
 - Fife, Borders and Tayside

Acknowledgements

NHS Lothian

- Professor David Harrison
- Mike Gray
- Laboratory Training Team – Claire Cameron & Lynne Taylor
- Scott Prior

Fife College

- Dr Yvonne Bayne [Fife College]
- Ron Eldridge