Is National Oversight of Training Important?

Service Perspective of National Oversight

Dr Stephen Gandy - SMPCETS lead

(Scottish Medical Physics and Clinical Engineering Training Scheme)

SMPCETS - Recap

Medical Physics

Year 1	Full time MSc (Glasgow or Aberdeen)	
Year 2	Four 11 week rotations: Radiotherapy, Radiation Protection, Imaging with Non-ionising Radiation and Imaging with Ionising Radiation	Attachement unique to centre
	Mid-way Portfolio and QA Viva	
Years	Specialism: 1.5 years to include a 3-6 month innovation project	
3 - 3.5	AHCS Equivalence portfolio and viva	
	HCPC Registration	

Clinical Engineering

Year 1	Full time MSc (Strathclyde University)		
Year 2	Four 11 week rotations: Clinical Measurement & ICT, Design & Development, Rehabilitation Engineering & Device Risk Management and Governance	Attachement unique to centre	
	Mid-way Portfolio and QA Viva		
Years 3 - 3.5	Specialism: 1.5 years to include a 3-6 month innovation project		
	AHCS Equivalence portfolio and viva		
	HCPC Registration		

STP Equivalence

- NES pivotal role in ensuring that SMPCETS received STP equivalence representation of the scheme with other bodies (e.g. NSHCS, AHCS)
- Equivalence was awarded following a meeting at Westport involving supervisors, trainees and a panel from NSHCS
- Important for all parties to understand the structure of the scheme and the equivalence to STP

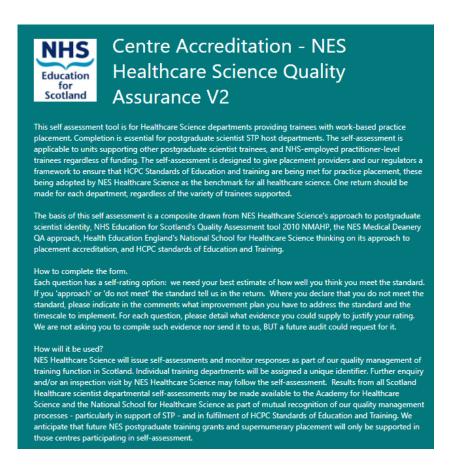
E3 Summary of Medical Physics and Clinical Engineering (MPCE) Training Scheme

Summary of NES sponsored training scheme for Medical Physics and Clinical Engineering

The Scottish Medical Physics and Clinical Engineering (MPCE) Training Scheme was developed as a national response to changes to curricula arising from Modernising Scientific Careers Scientist Training Programme (STP) training. The Scottish scheme, whilst not STP, involves learning outcomes in the workplace matched to STP, mapping to Good Scientific Practice (GSP), success on an accredited Masters programme and structured monitoring of progression. The training scheme has been reviewed by an independent panel comprising the National School for Healthcare Science, NHS Education for Scotland (NES) and Lay representation. Scottish trainees route to Health & Care Professions Council (HCPC) registration is via the certificate of equivalence route offered by the Academy of Healthcare Science (AHCS).

The Scottish training scheme is a 3.5-year process, comprising of a 1 year MSc course in either Medical Physics or Clinical Engineering, followed by foundation and then specialism years. There is an additional three to six-month long innovation element that takes place during the specialist phase of the training. The foundation year is one in which the trainee enters four placements or rotations. In each, the trainee covers the learning objectives as set out in their training plan and produces a short portfolio detailing the work covered. During the foundation year, centres also offer one or more short attachments to areas in which additional competence may be thought necessary or where the local centre wishes to offer an option. At the conclusion of the foundation year, a midway review ensures that the training is progressing in a satisfactory manner. The mid-way review is carried out by a panel comprising of three specialists from NHS Scotland MPCE services and an independent member of the Institute of Physics & Engineering in Medicine (IPEM), who meet with the training to discuss the contents of their portfolio. Subsequently, the trainee enters their

Training Centre Accreditation



	Florificate Science	NHS the date local		
NES – Quality management of Healthcare Science training Trainers and supervisor's summary of experience				
01	Name			
02	Registered as			
63	Regulator(s)			
64	Registration number(s)			
05	Date this form completed			
05b	arrial .			
06	Discipline (s)			
67	Academic attainments			
X.				
08	Professional membership (s)			
09.	Current role in substantive post			
05b	Board/Department/Hospital			
10	Any additional relevant roles, e.g. with professional body or secondment			
11	Summary of barner / supervisor's training, courses attended or delivered with approximate dates.			
12	Period of experience as a trainer / supervisor			
13	Estimated numbers and types of trainees supported in the last 5 years			

- Four yearly review
- Training centre QA training background, educational quality, infrastructure and accountability, risk, safety, patient and public involvement and equality and diversity

A Year in the Life – SMPCETS/NES

- Jan: Service Level Agreement between NES and NHS Grampian
- Feb: HCS trainees and supervisors event COSLA, Edinburgh
- Mar: Help with AHCS equivalence portfolio paperwork (IRRP document)
- Apr: Assistance with VC facilities for new trainee intake interviews
- May: Availability of 'Train the trainer' and 'Trainees in difficulty' courses
- Jun: NES summer meeting (e.g. AHCS equivalence assessors' refresher)
- Jul: Specialism year trainees 'intent to submit' documents (NES 'blurb')
- Aug: NES ARCP checks for all trainees, and training plan updates
- Sep: Annual report from SMPCETS to NES
- Oct: Assistance with SMPCETS Midway QA assessments (e.g. VC facilities)
- Nov: Training centre accreditation exercise (every four years)
- Dec: Notification of funding for new trainee intake

Assistance with VC Facilities

- Particularly useful during 2020
- Trainee interviews (May 2020)
- Midway QA assessments (Oct 2020)



Building an IRRP Document

- Individual Review of Readiness to Practice (IRRP)
- Final period of reflection for trainee as part of equivalence portfolio submission to AHCS
- Originally intended to focus on status following Covid-19 delays
- Likely to continue for future use year-on-year





Individual Reflection of Readiness to Practice statement for AHCS equivalence applicants in Scotland

Purpose

This Individual Reflection of Readiness to Practice (IRRP) tool asks you the candidate to provide a short critical reflection on your readiness to practise and the next steps you envisage in terms of your development. Your main portfolio describes the training you have undertaken so far, but any registered professional must be sensitive to their limits of practise and know that registration is very much the end-of-the-beginning in terms of professional development. Reflecting on readiness and next steps is a key hallmark of professionalism.

Background

The 2020 pandemic affected trainees' plans and some assessment methods that would have been face-to-face were not possible. In response to this, an Independent Assessment of Clinical Competence (IACC) tool has been devised by the National School for Healthcare Science as an alternative to the Objective Structure Final Assessment of STP clinical scientist trainees.

This model is helpful for all trainees in reflecting on their readiness and has been modified for use in the Scottish/equivalence context as a generic tool for reflection by trainees on their readiness to practice. The IRRP approach is also an important tool in demonstrating to the regulator that Scottish training arrangements remain aligned with others in the UK. For example, the Academy for Healthcare Science produces an annual quality monitoring return to HCPC with a specific section relating to Scotland.

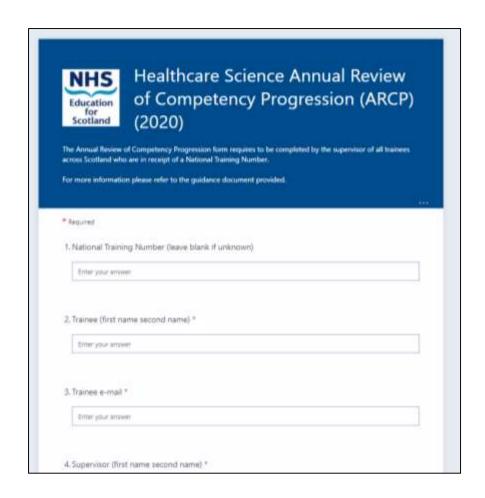
Guide

- Why Critical reflection and appreciation of one's limits of practice are an important feature of being a registered professional. Patient safety depends on registered practitioners knowing their limits and the action they need to take when meeting those limits. A critical reflection of one's readiness signals an appreciation of the next steps as the individual transitions from pre-registrant to registrant.
- Who Trainees in Scotland who are producing a portfolio for registration with a regulator are encouraged to prepare an IRRP statement as an enhancement to their portfolios.
- How The IRRP statement should be presented separately after the main portfolio narrative. The statement should be a reflection on readiness and next steps. The main portfolio and viva are the assessment of current competence; the IRRP

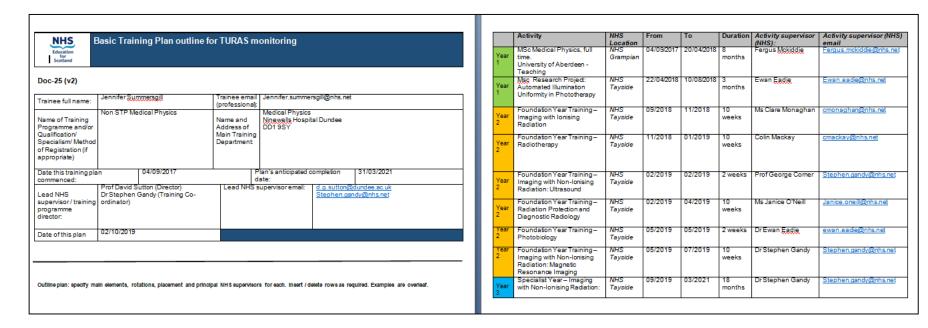
Scotland IRRP equivalence submission template Page 1 of 3

ARCP Forms

- ARCP assessment
- NES-Trainee-Training Coordinator
- Summary of annual progress
- Opportunity to raise concerns
- We like to hold a 'formal' annual meeting with trainees and copy the accompanying notes to NES
- Important process within the QA framework of the scheme



Training Plan – NES Doc 25



- Completed for all trainees annually
- Used alongside bespoke training plans (e.g. those for FY rotations, and those for SY (every quarter))
- Useful as a QA record for NES in line with requirements of the SLA

Summary

National oversight from NES is multifaceted

- Acts as the bridge between scheme and other organisations e.g. AHCS
- Educational and training facilities (e.g. courses, events)
- Has a framework in place to assist with difficulties
- Looks after many of the QA processes important in maintaining standards