

# Is National Oversight of Training Important?

Service Perspective of National Oversight

Dr Stephen Gandy - SMPSETS lead

(Scottish Medical Physics and Clinical Engineering Training Scheme)

# SMPCETS - Recap

## Medical Physics

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

## Clinical Engineering

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

# 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 trainee to discuss the contents of their portfolio. Subsequently, the trainee enters their

# Training Centre Accreditation



## Centre Accreditation - NES Healthcare Science Quality Assurance V2

This self assessment tool is for Healthcare Science departments providing trainees with work-based practice placement. Completion is essential for postgraduate scientist STP host departments. The self-assessment is applicable to units supporting other postgraduate scientist trainees, and NHS-employed practitioner-level trainees regardless of funding. The self-assessment is designed to give placement providers and our regulators a framework to ensure that HCPC Standards of Education and training are being met for practice placement, these being adopted by NES Healthcare Science as the benchmark for all healthcare science. One return should be made for each department, regardless of the variety of trainees supported.

The basis of this self assessment is a composite drawn from NES Healthcare Science's approach to postgraduate scientist identity, NHS Education for Scotland's Quality Assessment tool 2010 NMAHP, the NES Medical Deanery QA approach, Health Education England's National School for Healthcare Science thinking on its approach to placement accreditation, and HCPC standards of Education and Training.

### How to complete the form.

Each question has a self-rating option: we need your best estimate of how well you think you meet the standard. If you 'approach' or 'do not meet' the standard tell us in the return. Where you declare that you do not meet the standard, please indicate in the comments what improvement plan you have to address the standard and the timescale to implement. For each question, please detail what evidence you could supply to justify your rating. We are not asking you to compile such evidence nor send it to us, BUT a future audit could request for it.

### How will it be used?

NES Healthcare Science will issue self-assessments and monitor responses as part of our quality management of training function in Scotland. Individual training departments will be assigned a unique identifier. Further enquiry and/or an inspection visit by NES Healthcare Science may follow the self-assessment. Results from all Scotland Healthcare scientist departmental self-assessments may be made available to the Academy for Healthcare Science and the National School for Healthcare Science as part of mutual recognition of our quality management processes - particularly in support of STP - and in fulfilment of HCPC Standards of Education and Training. We anticipate that future NES postgraduate training grants and supernumerary placement will only be supported in those centres participating in self-assessment.

NES - Quality management of Healthcare Science training Trainers and supervisor's summary of experience	
01	Name
02	Registered as
03	Regulator(s)
04	Registration number(s)
05	Date this form completed
05b	email
06	Discipline(s)
07	Academic attainments
08	Professional membership(s)
09	Current role in substantive post
09b	Board/Department/Hospital
10	Any additional relevant roles, e.g. with professional body or secondment.
11	Summary of trainer / 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 practise. 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

The image shows a screenshot of the NHS Education for Scotland Healthcare Science Annual Review of Competency Progression (ARCP) (2020) form. The form has a blue header with the NHS Education for Scotland logo and the title. Below the header, there is a paragraph of text explaining the form's purpose and a link to a guidance document. The main body of the form contains four numbered questions, each with a text input field. The questions are: 1. National Training Number (leave blank if unknown), 2. Trainee (first name second name) \*, 3. Trainee e-mail \*, and 4. Supervisor (first name second name) \*. Each input field contains the placeholder text 'Enter your answer'.

**NHS Education for Scotland** Healthcare Science Annual Review of Competency Progression (ARCP) (2020)

The Annual Review of Competency Progression form requires to be completed by the supervisor of all trainees across Scotland who are in receipt of a National Training Number.

For more information please refer to the guidance document provided.

\* Required

1. National Training Number (leave blank if unknown)

Enter your answer

2. Trainee (first name second name) \*

Enter your answer

3. Trainee e-mail \*

Enter your answer

4. Supervisor (first name second name) \*



# Training Plan – NES Doc 25

NHS Education for Scotland		Basic Training Plan outline for TURAS monitoring	
<b>Doc-25 (v2)</b>			
Trainee full name:	Jennifer Summersgill	Trainee email (professional):	Jennifer.summersgill@nhs.net
Name of Training Programme and/or Qualification/ Specialism/ Method of Registration (if appropriate)	Non STP Medical Physics	Name and Address of Main Training Department	Medical Physics Newcastle Hospital Dundee DD1 9SY
Date this training plan commenced:	04/09/2017	Plan's anticipated completion date:	31/03/2021
Lead NHS supervisor / training programme director:	Prof David Sutton (Director) Dr Stephen Gandy (Training Co-ordinator)	Lead NHS supervisor email:	d.g.sutton@dundee.ac.uk Stephen.gandy@nhs.net
Date of this plan	02/10/2019		
Outline plan: specify main elements, rotations, placement and principal NHS supervisors for each. Insert / delete rows as required. Examples are overlaid.			

	Activity	NHS Location	From	To	Duration	Activity supervisor (NHS):	Activity supervisor (NHS) email
Year 1	MSc Medical Physics, full time. University of Aberdeen - Teaching	NHS Grampian	04/09/2017	20/04/2018	8 months	Fergus Mckiddie	Fergus.mckiddie@nhs.net
Year 1	MSc Research Project: Automated Illumination Uniformity in Phototherapy	NHS Tayside	22/04/2018	10/08/2018	3 months	Ewan Eadie	Ewan.eadie@nhs.net
Year 2	Foundation Year Training – Imaging with Ionising Radiation	NHS Tayside	09/2018	11/2018	10 weeks	Ms Clare Monaghan	cmonaghan@nhs.net
Year 2	Foundation Year Training – Radiotherapy	NHS Tayside	11/2018	01/2019	10 weeks	Colin Mackay	cmackay@nhs.net
Year 2	Foundation Year Training – Imaging with Non-Ionising Radiation: Ultrasound	NHS Tayside	02/2019	02/2019	2 weeks	Prof George Comer	Stephen.gandy@nhs.net
Year 2	Foundation Year Training – Radiation Protection and Diagnostic Radiology	NHS Tayside	02/2019	04/2019	10 weeks	Ms Janice O'Neill	Janice.oneill@nhs.net
Year 2	Foundation Year Training – Photobiology	NHS Tayside	05/2019	05/2019	2 weeks	Dr Ewan Eadie	ewan.eadie@nhs.net
Year 2	Foundation Year Training – Imaging with Non-Ionising Radiation: Magnetic Resonance Imaging	NHS Tayside	05/2019	07/2019	10 weeks	Dr Stephen Gandy	Stephen.gandy@nhs.net
Year 3	Specialist Year – Imaging with Non-Ionising Radiation:	NHS Tayside	09/2019	03/2021	18 months	Dr Stephen Gandy	Stephen.gandy@nhs.net

- 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