



**Healthcare Science Trainees and Supervisors Virtual Event**

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# **Is national oversight of training important? - Insight from a trainee embryologist**

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**NHS**  
Education  
for  
Scotland



A quick overview of my training structure:

# PORTFOLIO



Observed  
Clinical  
Evidence

Case Based  
Discussions

Theoretical  
Competencies

Direct  
Observed  
Practice



# Mapping Good Scientific Practice



Good Scientific Practice Standard	Indicate the page numbers/section in your Portfolio which demonstrate achievement of this Standard
Domain 1: Professional Practice	
1.1 Professional Practice	
1.1.1 Make the patient your first concern	<b><u>Common Core List</u></b>
1.1.2 Exercise your professional duty of care	
1.1.3 Work within the agreed scope of practice for lawful, safe and effective healthcare science	
1.1.4 Keep your professional, scientific, technical knowledge and skills up to date	
1.1.5 Engage fully in evidence based practice	
1.1.6 Draw on appropriate skills and knowledge in order to make professional judgements	
1.1.7 Work within the limits of your personal competence	
1.1.8 Act without delay on concerns raised by patients or carers or if you have good reason to believe that you or a colleague may be putting people at risk	
1.1.9 Never discriminate unfairly against patients, carers or colleagues	
1.1.10 Treat each patient as an individual, respect their dignity and confidentiality and uphold the rights, values and autonomy of every service user, including their role in the diagnostic and therapeutic process and in maintaining health and well-being.	
1.1.11 Respond constructively to the outcome of audit, appraisals and performance reviews, undertaking further training where necessary	
1.2 Probity	

## **Common Core List**

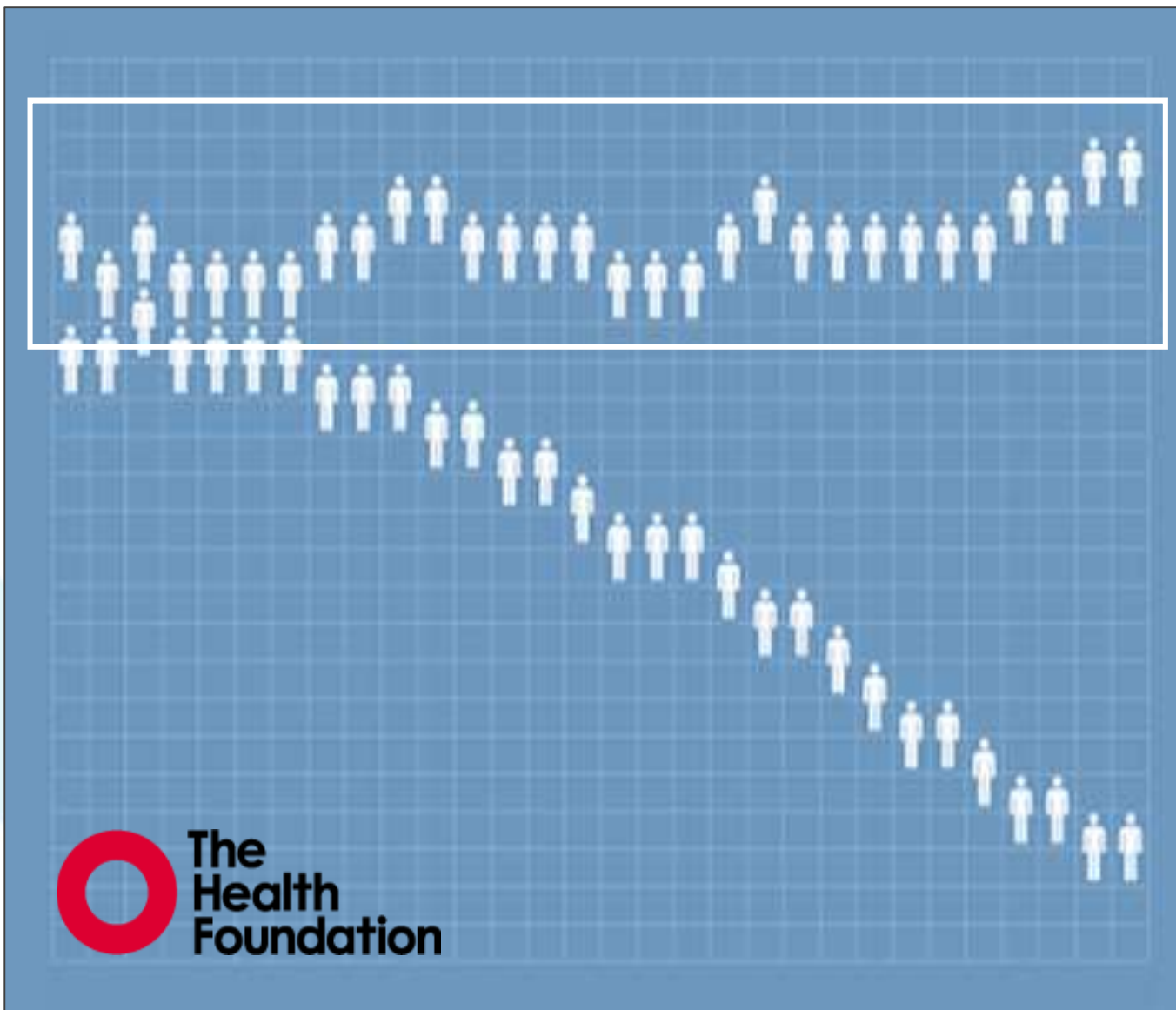
### **1. Scientific practice**

### **2. Leadership and management**

### **3. Safety and improvement**

### **4. The future**

**“Why does a good training experience matter to you and your patients?”**



Workforce training guides the...

**STAFF EXPERIENCE**  
and  
**QUALITY OF PATIENT CARE**

**“Does it matter that you and your supervisor are jointly accountable for your training plan and progression?”**



## Trainee responsibilities

- Irrespective of training pathway, postgraduate scientist training demands a strong element of self-direction.
- Professionalism, such as that described in [Good Scientific Practice](#), and high standards of behaviour towards colleagues and service users.
- Communication with training officers and supervisors
- A willingness to question current practise and raise a concern.
- A willingness to engage with NES when we request information relating to our monitoring role.



## Supervisor responsibilities

- A willingness to give broad direction to the trainee, including agreeing a training plan.
- Meet and monitor regularly.
- Try to attend a train-the-trainer programme
- Plan requisite assessments and monitoring of progression
- Give constructive feedback.
- A willingness to engage with NES when we request information relating to our monitoring role.

	Activity	NHS Location	From	To	Duration	Activity supervisor(s) (NHS):	Activity supervisor (NHS) email
Year 1	Andrology training: semen analyses, sperm preparations, sperm cryopreservation.	ACS – Glasgow Royal Infirmary	02.09.19	30.11.19 (Complete)	3 months	Supervisor One	<a href="mailto:Supervisor_One@gggc.scot.nhs.uk">Supervisor_One@gggc.scot.nhs.uk</a>
Year 1	Embryology training: culture dish preparation, oocyte collections and patient consults.	ACS – Glasgow Royal Infirmary	01.12.19	29.02.20 (Complete)	3 months	Supervisor One	<a href="mailto:Supervisor_One@gggc.scot.nhs.uk">Supervisor_One@gggc.scot.nhs.uk</a>
Year 1	Genetics rotation: to be arranged.	TBC	TBC	TBC	7 weeks	TBC	TBC
Year 2	Cytopathology rotation: to be arranged.	TBC	TBC	TBC	7 weeks	TBC	TBC
Year 2	Histology Rotation: to be arranged.	TBC	TBC	TBC	7 weeks	TBC	TBC
Year 2	Embryology Training: IVF, fertilisation checks, oocyte stripping, embryo grading.	ACS – Glasgow Royal Infirmary	TBC	TBC	1 Year	Supervisor One	<a href="mailto:Supervisor_One@gggc.scot.nhs.uk">Supervisor_One@gggc.scot.nhs.uk</a>
Year 3	Embryology Training: embryo transfers, embryo warming, embryo vitrification, IVF insemination, ICSI.	ACS – Glasgow Royal Infirmary	TBC	TBC	1 Year	Supervisor One	<a href="mailto:Supervisor_One@gggc.scot.nhs.uk">Supervisor_One@gggc.scot.nhs.uk</a>
Year 3	Completion of Training Portfolio.	ACS – Glasgow Royal Infirmary	TBC	TBC	6 weeks	Supervisor One	<a href="mailto:Supervisor_One@gggc.scot.nhs.uk">Supervisor_One@gggc.scot.nhs.uk</a>

**“Does it reassure you to know that  
someone has your back?”**



## National training oversight = personal reassurance

**Safety net:** intervention when training is not proceeding according to plan

### NES Special Measures Principles



Identify root cause of problem



Fair and constructive resolution



£££

**Training budget:** promotion of CPD



**Portfolio guidance:** review of portfolio prior to submission



**AHCS**  
Academy for Healthcare Science



**In conclusion:** national oversight of training is important because...

**“The only thing worse than training your employees and having them *LEAVE*....**

**....is not training them and having them *STAY*”**

- **Henry Ford**, Founder of the Ford Motor Company

**“The way your employees feel is the way your [patients] will feel....**

**....if your employees don't feel valued, neither will your [patients]”**

- **Sybil F. Stershic**, marketing and organizational advisor

.....it promotes the wellbeing of staff and patients alike.