

Session 1: Wednesday 8 February 2023 (1000 – 1100) - Webinar

Do Relationships Trump Competency?

A dash to complete structured training in a limited period, whilst testing for trainees and supervisors, is the way of the world. Success depends on our ability to interact with others individually and in a team. What is the balance between an outright focus on competency development and constructive relationships in the workplace. How important is peer support in the training process? Are there pitfalls and traps that can spoil the training relationships for safe practise? Can we ensure a just and secure training environment in which competency can flourish? Four speakers will give short reflections on this theme followed by a panel discussion on why - more than ever - both trainees and supervisors need to manage the balance.

Session 2: Wednesday 8 February 2023 (1400 – 1500) - Webinar

From Novice to Expert – Is There a Right Path to Advance Practice?

What does advance practice mean and beyond foundation training - how do we get there... if indeed at all? Is advance practice synonymous with career advancement - what happens if there is no obvious structure or path to the next level? Four speakers will give some personal insights into their own journey to advancement followed by a panel discussion on the theme. Join us for what we hope will be an upbeat message on the principle that we can shape our own career destiny.

Session 3: Thursday 9 February 2023 (1015 – 1110) - Hybrid

What Forms of HCS Leadership Really Matter Today?

This first plenary of our in-person event is also a webinar. The speakers reflections will have transferable learning regardless of the specialty we are in. How can a common cause enhance the impact of individual leadership? What is the experience of those who are propelled beyond the comfort of their own specialty? How does leadership matter to the experience patients have of service we provide? Why should trainees be aware of the leadership domain at the start of their careers? Join us online or in-person with our four speakers who will give perspectives on the leadership challenges facing the healthcare science workforce today, followed by a panel discussion.

Session 4: Thursday 9 February 2023 (1315 - 1415) - Hybrid

HCS Training in Action – What Influences the New Landscape?

Landscapes change - shaped by a myriad of influences. Our *explainers* touch on four areas that we think will shape healthcare science training and offer important opportunities for its enhancement - all in the context of an economic down-turn. What changes are afoot that will influence careers, and what does this mean both for the training process and next steps after training? This second plenary of our in-person event is also a webinar. The speakers reflections will have transferable learning regardless of the specialty we are in. Talks include policy developments, new approaches to learning resource recognition, the new NHS Academy and the emerging diagnostics advisory structures. Join us online or in-person with our four speakers followed by a panel discussion.

Workshop Descriptors: Thursday 9 February 2023 (1120 - 1220 and 1420 - 1510) - Hybrid

1. HCS Career Promotions

This workshop is about initiatives to promote NHS HCS Careers. Facilitators are drawn from the Government and NES. What can you do to help and why getting involved is a great development opportunity.

2. How Do We Raise the Standard of Assurance - Do We Need a New Approach to Training Centre Recognition?

This workshop is an invitation to help us at NES improve a way of working in a field familiar to many. The assurance of training with external oversight is a key feature of any effective programme. NES tracks 250 HCS training number holders and 80+ training centres. Can we streamline and improve the way we perform this role - in particular the way training centres are recognised? Is light-touch / right-touch good enough?

3. Safer Staffing - What Metrics Matter for HCS?

The safer staffing legislation proposes that NHS Boards use workforce modelling tools to define establishment numbers. How can this be achieved to really give a credible measure of the appropriate establishment size for a given activity? What can we learn from other staff groups who are considering the issue. Our workshop will explore some of the measures being proposed and brainstorm ideas - your help is needed!

4. Trainees as Champions of HCS Profile Externally - STEM / Engagement: Practical Leadership Opportunities in Early Career

It is never too early to take the lead! Never is there a better time to extoll the healthcare science workforce's contribution. Never pass up an opportunity to tell your story and inspire others. This workshop fuses the great work that STEM engagement can do with the practical development opportunity that such engagement can bring the individual. Our poster competition was about enthusing about your role to S1s. Join us for an exploration of ideas to raise HCS's profile.

Session 5: Friday 10 February 2023 (1000 - 1115) - Webinar

Dealing with Uncertainty or How to Plan a Career in the Teeth of a Gale?

A perfect storm? Probably for all those joining, this is the most severe down-turn we have experienced - stressing services just at the point a recovery from the Covid pandemic was in prospect. How does the individual plan a career and personal advancement? Why is professional recognition and registration more important than ever? How can a "portfolio of roles" work in advancing a career? What personal attributes will fortify and protect the aspiring healthcare science leader? For trainees and supervisors, join our panel of four speakers for our concluding webinar that we hope will inject a positive message of self-help and optimism.