

STP/ HSST what does it mean for the current physiologist workforce?

Mark Squirrell

Principal Cardiac Physiologist & Clinical Scientist
Guy's & St. Thomas' NHS Foundation Trust
Specialist Advisor (Healthcare Science) NHS England

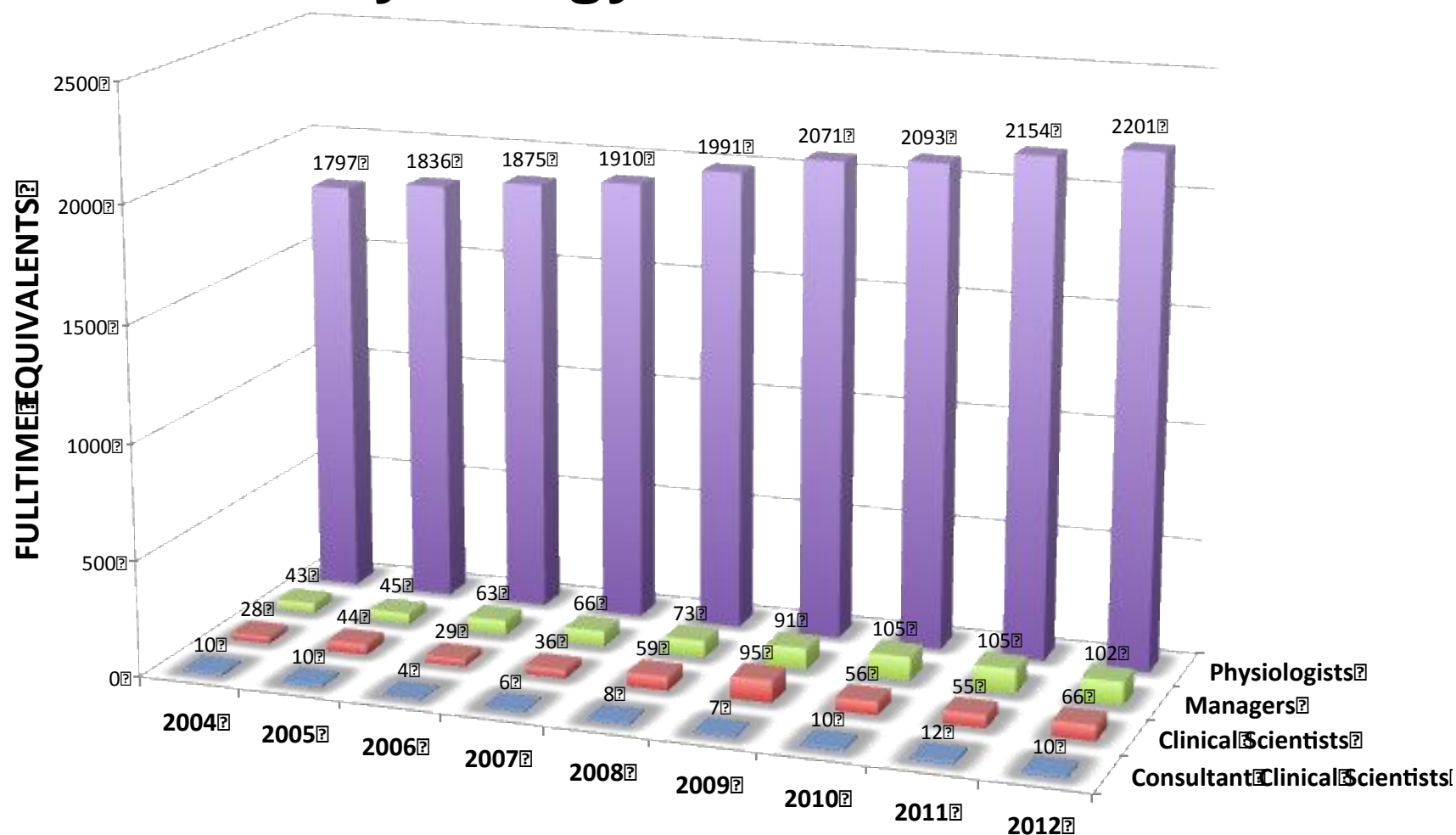


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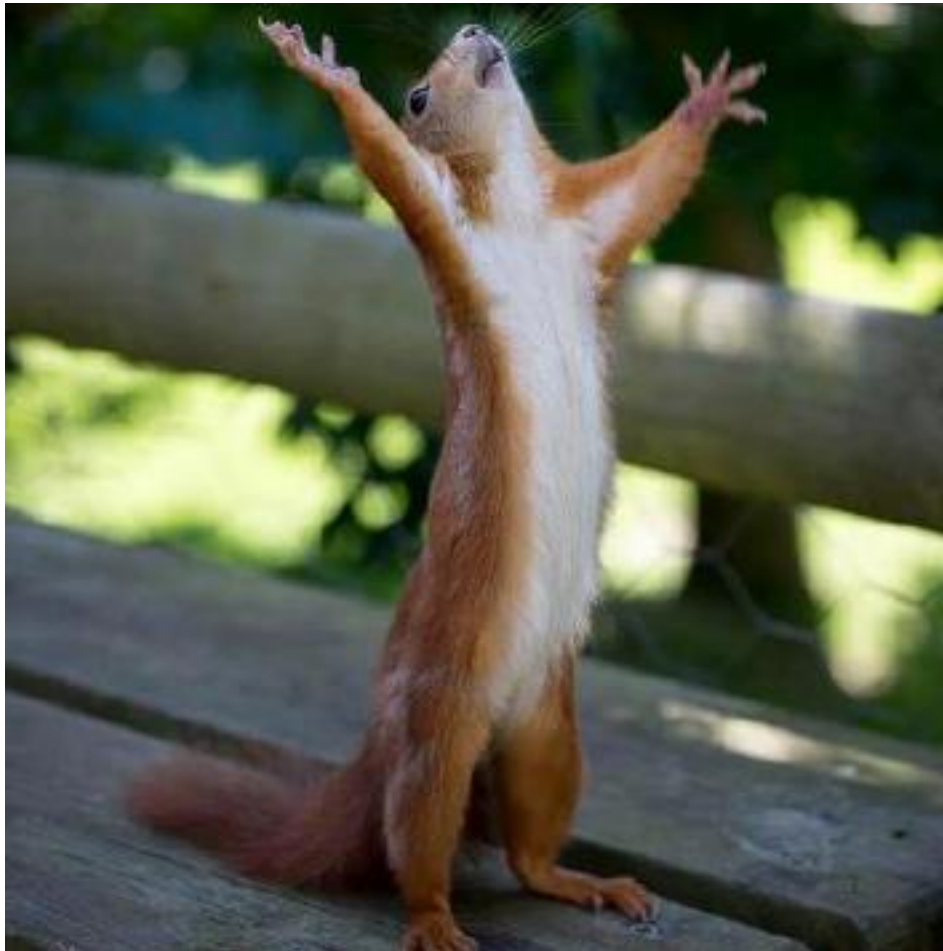
Conflicts of Interest

Member of Medtronic (UK) Physiologist Advisory Board
Educational Support from St. Jude Medical

Cardiac Physiology – workforce



Modernising Scientific Careers (Cardiac Science)



2010 - Here at last

The background



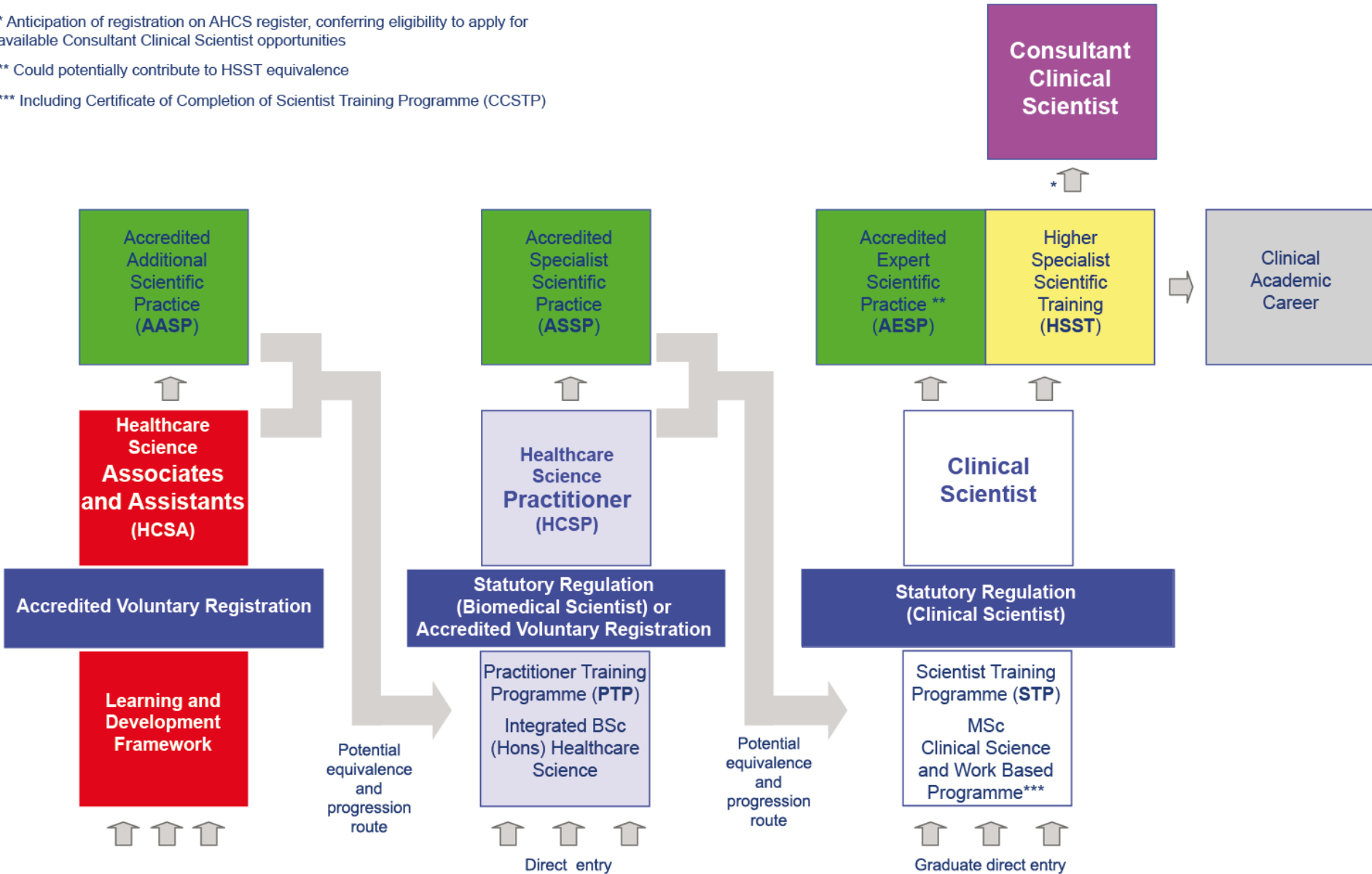
The national consultation on the MSC proposals in 2008 identified strong support for a system of equivalence that recognises educational qualifications, and accreditation of prior learning and developed skills and is applicable to all levels and stages of the MSC Career Framework. The way forward incorporated equivalence into policy.

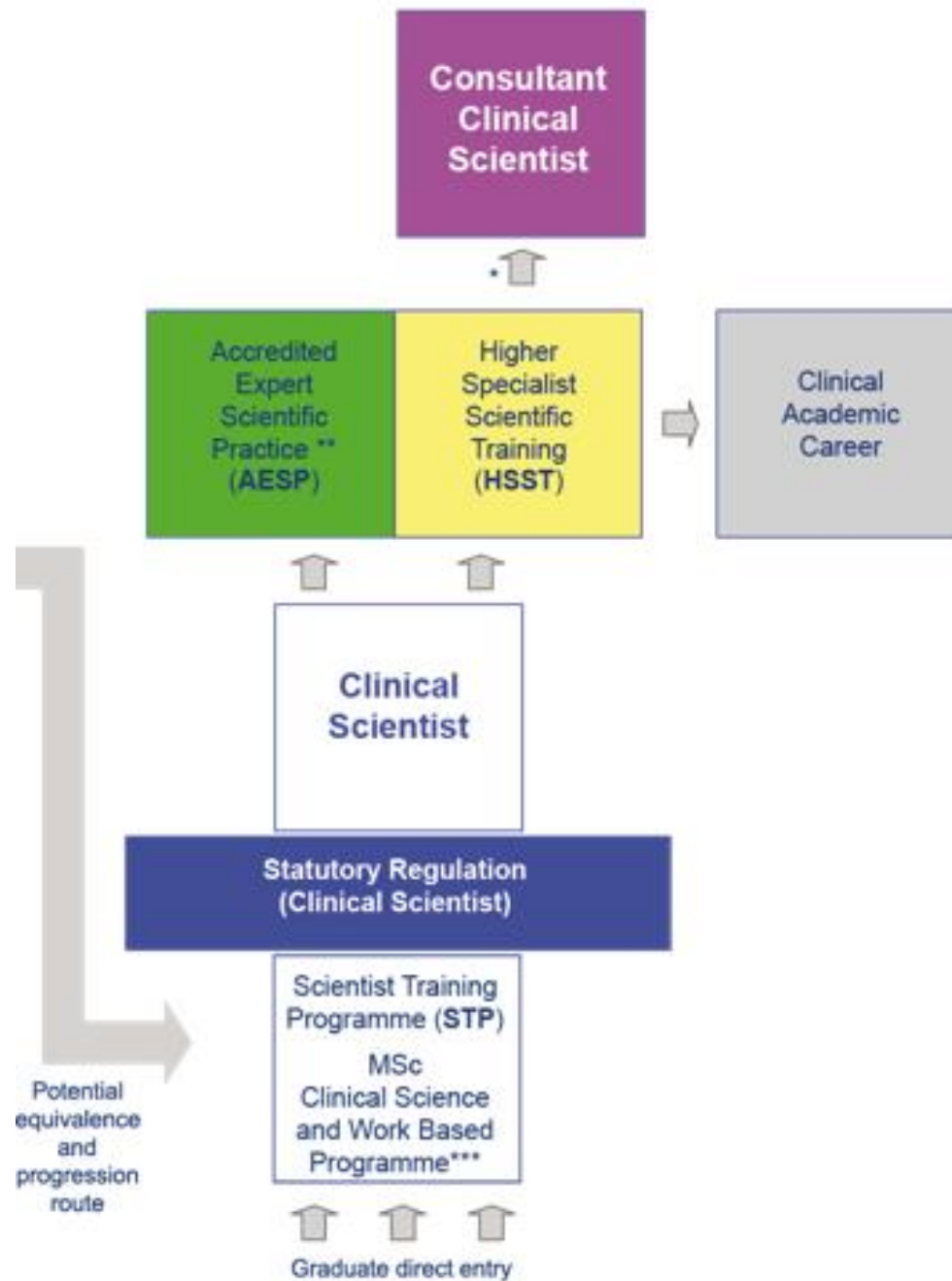
Modernising Scientific Careers: Career and Training Pathways

* Anticipation of registration on AHCS register, conferring eligibility to apply for available Consultant Clinical Scientist opportunities

** Could potentially contribute to HSST equivalence

*** Including Certificate of Completion of Scientist Training Programme (CCSTP)





Practitioner Training Programme (PTP) – *undergraduate level*

- This is a 3 year HEFCE funded BSc (Hons), integrating academic and workplace based elements. Technologically faced set within clinical context. Opportunity to progress to Scientist. Started October 2010.

Scientist Training Programme (STP) – *postgraduate entry, pre-registration training*

- This is a 3 year workplace-based programme which will comprise separately delivered and awarded academic and workplace-based components leading to an MSc and a Certificate of Achievement. This will be HEE funded. Starting October 2011

Higher Specialist Scientific Training (HSST) – *doctoral level*

- This is a 5 year work based training programme similar to the medical consultant training, leading to medical college examinations where these exist and a doctoral award.

MSC training programmes

Likely registration in the context of Enabling Excellence

Training and development for Healthcare Science Assistants and Associates (still in early development)

Academy voluntary register for assistants and associates.



Practitioner Training Programme

Physiological Science and Physical Science Academy voluntary register in collaboration
(Accredited Voluntary Register with PSA)



Scientist Training Programme

HCPC



Higher Specialist Training Programme (training programme still in early development)

Academy voluntary register



Developing people
for health and
healthcare

Scaling the Heights:
an overview of
Higher Specialist
Scientist Training (HSST)
in Healthcare Science

Modernising Scientific Careers:
Higher Specialist Scientist Training



NHS
Health Education England

- Published in Jan 2014 ***Scaling the Heights: an overview of Higher Specialist Science Training (HSST) in Healthcare Science*** sets out the policy for the Higher Specialist Scientist Training (HSST) programme, demonstrating how HSST will deliver the Consultant Clinical Scientists required by health and care services. This includes the role of the Academy of Healthcare Science in providing:
- **Certificates of Attainment for individuals completing HSST**
- **Operating the Register for Consultant Clinical Scientists**
- **Recognising prior education, training and experience through the Equivalence process**

Higher Specialist Scientific Training (HSST) – *doctoral level*

- This is a five-year workplace-based training programme supported by an underpinning doctoral-level academic award. The HSST programme will formalise consultant-level training.
- Workforce leads at the DH, stated that some demand for HSST has been identified but not yet fully scoped, so it is still unclear how this will translate into actual commissions.

Nov 2012 Education Risks In Healthcare Science



CENTRE
FOR
WORKFORCE
INTELLIGENCE

WORKFORCE RISKS AND
OPPORTUNITIES

Routes into HSST

- **In Service**
- **Direct Entry**

Funding

Starting salaries will be circa (excluding location allowance where applicable) Agenda for Change Band 7.

Employers will set the salary for individual posts.

Employers will also attract a training allocation of £16,000 per year for each Clinical Scientist in a LETB commissioned HSST post. This funding will be used by employers to cover the costs of the doctoral training programme and other training costs.

Eligibility

- In order to be eligible for entry into HSST programmes clinical scientists must demonstrate:
- Registration (or eligibility and application underway) with the HCPC as a clinical scientist and
- *Normally* at least one further year in the workplace to consolidate and enhance clinical scientific skills, learning and experience (including research and education) and
- Ability to demonstrate meeting any additional specific selection criteria required for a particular specialism.

MODERNISING SCIENTIFIC CAREERS

Higher Specialist Scientist Training Programme

Curriculum

CARDIAC SCIENCE

- Tender awarded to a consortium based around Manchester Metropolitan University for the components of the programme
- Final programmes (Imaging, CRM congenital heart disease pathways)



Current national position in HSST

- 2015/16 – 1 cardiac science (echo)
- 2016/17 – 4 cardiac science (London, Birmingham, Rotherham, Bristol)
 - 3 in CRM
 - 1 in Echo
- £16,000 pa. granted for 5 years by local commissioned process (£3K top sliced for fees)

Consultant Clinical Scientist appointment

Registration on HSS

Register (held by Academy for Healthcare Science) *confers eligibility to apply for available Consultant Clinical Scientist posts*

OUTCOMES

- Certificate of Attainment by AHCS*
- 1b. Doctoral level award (or equivalence)
- 1a. Certificate of Completion – NSHCS
(5 year work based training)

HSST 5-year programme

Higher Specialist Scientist Training
&
Doctoral level
academic programme

HSST ENTRY

normally at least one further year of post-registration work based /research experience

AHCS Voluntary Register

Accredited
Expert
Scientific
Practice

[AESP]
may contribute to equivalence applications

Registration as Clinical Scientist by the HCPC
Health and Care Professions Council

Awarded Certificate of Attainment by the AHCS

Scientist Training Programme
STP (Masters level)

Higher Specialist Scientist Training (HSST)

HSST 5-year programme composition

Work based training

Major component of the 5-year programme; curriculum developed in conjunction with MRCs and scientific professional bodies

Overseen by National School of Health Care Science (NSHCS)

- training providers accredited through NSHCS
- accredited providers receive training grant through LETB for each Clinical Scientist in HSST which includes academic fees
- work base assessment programme and final assessment process conducted by NSHCS with scientific professional bodies and MRCs
- use of on-line learning and assessment portfolio (OLAT) for documenting and monitoring outcomes by NSCHS

Academic award and professional qualifications

Professional doctorate (PD) awarded by the HEI and/or Fellowship of the Royal College of Pathologists (FRCPath) awarded by the Royal College of Pathologists (RCPATH) to underpin/support work based training (or equivalent evidence of learning) to include:

- A. Leadership and professional development
 - B. Specialist scientific clinical programme
 - C. Research development and innovation
- I. the PD is commissioned by the Lead LETB for HCS (HE WM)
 - II. the PD is also an option for those in the Pathology specialisms

Outcomes

- Certificate of Completion of HSST (CCHSST) from NSHCS
- Final Certificate of Attainment by Academy for HCS (AHCS) enabling registration on the Higher Specialist Scientist (HSS) register

Outcomes of HSST

- The Certificate of Completion effectively ‘recommends’ the clinical scientist in HSST to the AHCS. The AHCS will issue the final Certification of Attainment, enabling registration on the AHCS’s Higher Specialist Scientist Register.



From a young age, Samantha was interested in the workings of the heart, and chose biology, chemistry and physical education as her A level subjects.

Samantha Thorn

Trainee healthcare scientist

Employer or university

University Hospital of South
Manchester NHS
Foundation Trust

Salary range

Unknown



Clinical scientist

If you're a clinical scientist in cardiac sciences, you'll:

- work at a more senior level
- have a considerable amount of responsibility for performing more complex tests and interpreting the results of each test
- be expected to teach and supervise other members of the team
- often work in a management role with responsibility for resources (such as staff, budgets or equipment).

Experience of an STP at GSTT

- Hard work! (Intensive 3 year programme)
- Most stressful course I've ever done

(OLAT, research, masters, BSE/BHRS, elective)

- Honour our study days



- At work training – identify who enjoys and is good at training: make trainers in each section of the department.
- we are only as good as the person who taught us!
- New course – listen to feedback

What will the work force gain from us?

- Bright intelligent forward thinking employees
- State registered clinical scientists
- People with a broad clinical background for physiologist lead clinics
- An individual with masters level clinical cardiac physiology knowledge
- Can help other employees to obtain equivalency for state registration
- Employees that have an understanding of research ethics/R & D process
- Help with PTP and STP training

The GSTT Experience

- Consultant Physiologist in Echo since 2008
 - Band 8C
 - Dedicated clinics in valve assessment
 - Expert, Researcher & clinical leader
 - Review of role in 2010 – removal of management roles
- Underpinned by range of scientist level staff
 - Bands 7 & 8a
 - Bubble clinics, murmur clinics, stress, ACHD
 - Extended practice – cannulation, TOE, Reveal implantation, chest pain clinics

MSC The GSTT Experience

Work Force Needs Assessment

- 2012 - First 2 STP recruited
- 2015 – HSST in Echo / Imaging
- 2016 – HSST in CRM – 8 STPs (Y1-Y3)
- 2017 – Proposed HSST in Congenital Heart Disease (jointly with Evelina Children's Hospital)

About Registration & Regulation

Why have registered healthcare scientists?

Registration of professionals protects patients and is increasingly viewed as **essential** by employers, providers, commissioners and patients themselves

Through registration, an individual shows commitment to upholding **high professional standards** and to keeping their knowledge, skills and experience up-to-date through ongoing professional development

If individuals fail to uphold standards and show that they are **Fit to Practise** then they can have their Registration status restricted or removed

Voluntary or Statutory Regulation?

- The Academy has long held the view that the best way to protect patients, the public and the interests of the NHS is for all groups within healthcare science to be covered by Statutory Regulation
- The Academy believes that its Register, accredited by the PSA and co-ordinated across all of healthcare science, is an important step towards achieving this aim in the long-term

Clinical Scientist Registration

This is a new opportunity for some specialties.
Embrace change!



What is equivalence

Equivalence

‘Having an equity of worth, value, significance’

‘Two objects are comparable but not the same’



Any Questions

