

NES HEALTHCARE SCIENCE NOTICEBOARD



HEALTHCARE SCIENCE STAFF CAREER FRAMEWORK LEVELS 2-4 UPDATE

The NES Healthcare Science Team launched their Healthcare Science Support Worker Framework for Career levels 2-4, on March 19th, 2024. The framework was adapted from the Nursing, Midwifery and Allied Health Professionals (NMAHP) framework and was part of a wider Scottish Government Commission.

The Healthcare Science Support Worker framework:

- Supports the roles and educational requirements for Healthcare Science Support Workers at Career Levels 2-4
- Identifies learning resources to support staff at each of the three levels using the 4 Pillars of Practice namely: Clinical Practice, Facilitation of Learning
- Leadership and Service Improvement
- Identifies routes to support staff into registered roles

You can find the modified framework, including examples of the framework in use, FAQ's, as well as a case study, on the new [Healthcare Science Support Worker](#) page of [Support Worker Central](#). If you would like any further information, please contact the NES Healthcare Science Team at hcs@nes.scot.nhs.uk



CLINICAL SCIENTIST COMMISSIONING

We expect to run our expressions of interest for clinical scientist training posts 2025 during May 2024. This exercise is for service to request supernumerary clinical scientist training posts; decision / allocation is usually made in the late summer. Notification will be via our mailing list and social media.

BURSARY FOR LABORATORY SUPPORT WORKER DEGREE ASSESSMENT FROM IBMS



We are pleased to announce that in parallel with our support worker project, we are offering once again the bursary fee support for laboratory support staff to undergo Institute of Biomedical Science Degree assessment, to ascertain the learning required to achieve Biomedical Scientist registration. The offer will run until March 2025 . Visit our [Funding opportunities](#) for further information.

NES Healthcare Science Education and Training Event 2024 RECORDINGS



Our Event on the 8-9th February 2024 was NHS Education for Scotland's twelfth national education and training event for anyone in our HCS community. This hybrid event provided an eclectic mix of online webinars and in-person sessions at COSLA, Edinburgh taking place over 2 days. It attracted 155 attendees over 2 days, with 81 attending in-person at COSLA, Edinburgh on the second day.

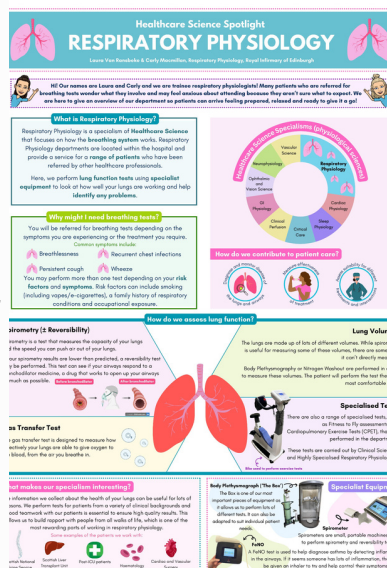
The recordings can be found at our HCS website on the link below, aligned with the events programme:

[Healthcare Science Education and Training Event 2024 Programme.](#) Regardless of identity, specialism or destination, it is an opportunity to hear about topics of interest to our Healthcare Science community.

Poster Competition:

Congratulations to both Laura Van Ransbeke & Carly MacMillan (Trainee Respiratory Physiologists, NHS Lothian) who were the winners of our poster competition. The brief was to design an engaging poster clearly communicating their HCS specialism and role to the public, imagining it would be displayed in their local GP practice. You can see their winning poster in addition to all other entries on the event website's

[Resources page](#)



Participate in one of our upcoming workshops after you have completed the online elements of the respective learning programme. All programmes can be accessed from our [CPD and e-learning catalogue](#) on Turas Learn.

The following workshops currently scheduled are:

- **Early Years Leadership workshop**
Tuesday 23rd April (11:00-12:00)
- **Train the Trainer workshop**
Friday 17th May (13:00-14:00)
- **Trainees-in-Difficulty workshop**
Monday 17th June (11:00-12:00)
- **Early Years Leadership workshop**
Friday 19th July (11:00-12:00)
- **Train-the-Trainer workshop**
Monday 19th August @ 13:00-14:00
- **Trainees-in-Difficulty workshop**
Tuesday 10th September @ 11:00-12:00

You can find all details of our upcoming events and workshops on our [Upcoming Events / What's On](#) page on Turas Learn

CPD ON TURAS LEARN

Visit our Healthcare Science area on [Turas Learn](#) to access our comprehensive CPD and e-learning catalogue which lists everything available or alternatively explore our CPD offers broadly categorised within the four domains;

- Scientific Practice CPD
- Leadership and Management CPD
- Safety and Improvement CPD
- Research and Innovation CPD

These domains reflect shared attributes for Continuing Professional Development (CPD) as a Healthcare Scientist, regardless of specialism or job role.

REFLECTIONS ON HEALTHCARE SCIENCE WEEK

This year Healthcare Science week was held from 11th March to 17th March with a host of activities and participation from the NES HCS team, DYW Live, My world of work, the Scottish Government CSO team, the NHS Careers team as well as our in-service colleagues across the NHS boards. Our updated NES HCS website was populated with resources and guidance for participation detailing how to get involved including the programme of organised events, virtual and social media engagement. We also published our new healthcare Science career guidance booklet along with over 9 new profiles published on our NHS Scotland Careers website. The key objective was to raise awareness of the many career opportunities in Healthcare Science and to raise the Healthcare Science public profile.

We had a schedule of career and STEM engagement events supported by our colleagues at NHS Lothian, NHS Grampian, NSS - SNBTS, and NHS Tayside. Events such as an online University Careers Webinar to 5 Scottish Universities was open to students only and promoted through the University career advisors group with our NHS colleagues from NHS Lothian in Cardiac Physiology and Genetics talking about their career stories and routes into the NHS roles for HCS with over 100 attendees.

Glasgow Science Centre supported a Curious About Live Sessions, a free online science resource for school pupils aged 6-13. We hosted the 'Meet the Biomedical Scientist' session to P2 - S2 with 1090 in attendance. Working with the My World of Work team for HCS Career videos for Sleep, Respiratory and Medical Physics from our colleagues in NHS GGC and NHS Tayside distributed over social media.

Working with DYWLive Online School sessions aimed at P6-S6, learners, with help from our colleagues, we delivered a session about becoming a cardiac physiologist (NHS Grampian) and a sleep physiologist (NHS Lothian) with great interaction from the pupils.



Our NHS Healthcare Scientist colleagues from NHS Grampian participated in various STEM activities including Virtual Reality Space lab for Biomedical Science, Genetics lego and learning about cardiac science at the main hall arena at the Aberdeen Science Centre. Whilst at Dundee Science Centre, our colleagues at NHS Tayside and SNBTS engaged with 69 school pupils with a variety of microbiology, blood grouping, medical physics and genetics STEM activities that were all well received to inspire our future healthcare scientists. It was a great week full of engagement and raising awareness for Healthcare Science.

Upcoming HCS Events



On April 26th at 12:00 - 13:00, NES Healthcare Science welcome Dr Jo Horne (STP Training Programme Director, National School of Healthcare Science) who will talk to us regarding understanding and support for neurodivergent people in the workplace. The webinar will be hosted on MS Teams, register using the following link:

[Registration](#)

Healthcare Science in Scotland Strategic Approach



We welcome publication of the Scottish Government's first paper in the 'Healthcare Science in Scotland' series which you can access here: [Healthcare Science in Scotland: Defining Our Strategic Approach](#). This first paper in the 'Healthcare Science in Scotland' series, sets out the strategic approach being taken to develop healthcare science in Scotland.

NES Healthcare Science looks forward to working with all parts of the Health and Social Care system to help develop the contribution healthcare scientists make.

The Chief Scientific Officer Awards 2024

The Chief Scientific Officer Award ceremony was held on Thursday 14th March during HCS week to celebrate the outstanding contribution our scientific workforce with lots of nominations from colleagues across the NHS boards from one or more of these awards. Well done to all the nominees. It was great to see the recognition for the award winners for their achievements in Healthcare Science listed as below;

The Chief Scientific Officer's Award Winners:

- **Outstanding Contribution to Healthcare Science - Award Winner:** Bernie Croal, President of RCPATH
- **Inspiring the future workforce Award winner:** Max Bowler, NHS Lothian
- **Transforming Service Delivery Award winner:** The Adult Audiology Team, NHS Tayside
- **Healthcare Scientist of the Year Award winner:** Karen Brazier, NHS GGC
- **Improvement in Action Award winner:** Tamara Hanson, NHS Lothian
- **Excellence in workforce collaboration Award winner:** Mark Prentice, NHS GGC
- **Healthcare Science Support Worker of the Year winner:** Geraldine McIntee, NHS GGC

Healthcare science career booklet NOW PUBLISHED



Ready to discover or to help promote some of the healthcare science careers you can choose in the NHS? There are many routes to a rewarding career at different levels in all areas of healthcare science. Download our new guide available on the [NHS Scotland Careers](#). We would also like to thank our NHS colleagues who volunteered to review the HCS career profiles to be published on the website and as part of our new career guide. We now have a dedicated [Careers in Healthcare Science](#) page, where you will also find the new career guide and information about how to promote HCS careers.

HCS Apprenticeship case study

The NHS Scotland careers team have updated a new career booklet as a guide to 'Become an apprentice'. We have a feature for the apprenticeship roles in Healthcare Science that includes a case study from Jack, at NHS Lothian Blood Sciences laboratories. You can access the career guide and find out about Jack's career journey in Life Science & Related Science Industries Modern Apprenticeship programme with NHS Lothian, now available on the [NHS Scotland Careers website](#).



QUALITY ASSURANCE OF TRAINING

We're pleased to inform you that the Quality Assurance (QA) process for the 23/24 financial year has been completed. We extend our sincere thanks to everyone who participated; your contributions were invaluable. In order to uphold our high standards, we will be in touch regarding any outstanding QA issues, aiming to resolve them promptly in the new financial year. The outcomes of the QA processes will be included in the upcoming annual report. Thank you for your ongoing dedication and support.



See the following link for details of our Quality Assurance of training on our [Healthcare Science Training website](#)

Healthcare Staffing Programme



Scotland's Health and Care (Staffing) (Scotland) Act 2019 is now in effect as of the 1st April 2024.

There are a range of learning resources, toolkits and guidance available at [Health Improvement Scotland](#). The statutory guidance is available at www.gov.scot

NES Healthcare Science Core Team

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Lorna Crawford – Head of Programme QA
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Contact us

Contact the team via email at HCS@nes.scot.nhs.uk

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Join our mailing list

Following the GDPR implementation, we would encourage recent trainees and NHS recruits in healthcare science to join our Mail Chimp mailing list. Or subscribe with [LINK](#)

Please email HCS@nes.scot.nhs.uk to be included or for comments on what you have read here. Our list is used occasionally for NES Healthcare Science alerts like this HCS Notice Board; it is not shared with third parties.