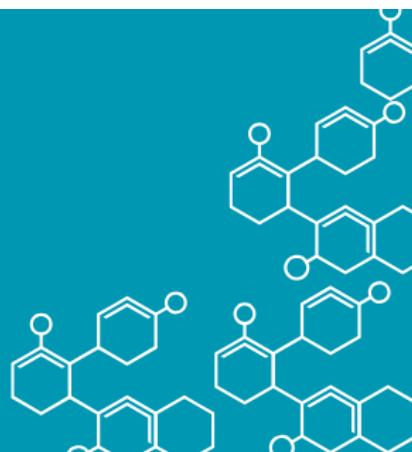




# HEALTHCARE SCIENCE



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*NOTICE BOARD Edition 40*

*April 2025 issue*

*Instructions for Use*

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- Download this toolkit as a Word or PDF document by selecting the ellipsis (3 dots) at the top right of the Sway, then select 'Export'
  - Read this document in accessibility mode by selecting the ellipsis (3 dots) at the top right of the Sway, then select 'Accessibility view'
  - Skip to specific sections by selecting the navigation menu at the bottom right thumbnail of the Sway document
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  - *HCSW Healthcare Science Stakeholder Group Application Form*
    - *HCS Career Framework Levels 5 - 9*
      - *Past and Upcoming Events in Healthcare Science*

- *Other News in Healthcare Science*
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  - *Genomic Education - Sharing Best Practice*
  - *Quality Assurance of Training*
  - *Funding Opportunities*
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## FOREWORD

by Sarah Smith, Associate Director, Healthcare Science, NES



**Welcome to this Spring edition of your HCS noticeboard.**

The last quarter of 24-25 has been one that has focussed on engagement and our spring edition notes the exceptional attendance at our annual event and the events hosted and delivered within HCS Week 2025.

The annual event, hosted in collaboration with Scottish Government between February and March, has been positively received. There has been a clear appetite from our HCS workforce to hear more about the work surrounding the HCS Strategic Approach, alongside

the education initiatives to support it and we aim to continue and strengthen this partnership.

HCS week 2025 was an opportunity to promote and raise the profile of the profession. This year was a great success with “Meet the expert” sessions hosted by our partners Developing the Young Workforce, Dundee Science Centre school engagement session in collaboration with NHS Tayside, Scottish Government colleagues and NES. I want to thank all who have participated in and supported NES over HCS Week 2025.

As we move forward to 25-26, our focus will be the development and implementation of a new vision for NES HCS team including the development of further resources for our already existing Level 2-4 Career Framework and the expansion of this to our various HCS specialties and the development of Level 5-9 Career Framework for HCS. We have already reached out through our networks for key individuals who wish to be involved in this development, and we thank all who have noted their interest, however we want to ensure that we develop these frameworks with inclusivity and therefore if you are interested in becoming involved, please note your interest at [HCS@nes.scot.nhs.uk](mailto:HCS@nes.scot.nhs.uk)

Our Postgraduate bursary is now live for applications, closing on Friday 9th May - more information within the noticeboard!

We look forward to working with you in the coming months,

Sarah Smith

## HCS Healthcare Support Worker Career Framework

How does this help career development?



The roles of our Healthcare Science support workforce staff in delivering high- quality, person-centred care are diverse across the Healthcare Science specialities. Viewing these roles through the framework of four pillars of practice, instead of merely as a checklist of tasks, can reveal new opportunities for growth and potential within both individuals and teams. We have lots of resources for the Healthcare Science support worker career framework Levels 2 - 4 to help guide you towards your career development which are available on our website and we will keep you informed of all our new resources available.

### New Resource Toolkit for Healthcare Science- Four Pillars of Practice



Our new resource Toolkit for Healthcare Science Support Workers is designed to support knowledge and understanding of the four pillars of practice. This resource provides information and practical guidance as well as scenarios showcasing how the four pillars of practice can be used to support ongoing personal and career development. The toolkit is intended to be a flexible resource which can be used for self-directed learning or as part of taught training provision. The toolkit can be used to support existing learning programmes or activities or used in its entirety to plan specific programmes depending on local or individual needs. The four pillars of practice set out the knowledge, skills and behaviours needed to safely and effectively carry out your role. The emphasis on each pillar may vary according to the level of practice and the specific role.

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*The new resource toolkit for Healthcare Science support is available on our website; the full resource is available at the [link](#).*

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## New resource – Reflective template assessment tool



This reflective self-assessment tool is designed to help you evaluate the knowledge, skills, and behaviours (KSBs) outlined in the Framework for your level of practice. It encourages you to reflect on your job role, identify areas for potential growth, and recognise opportunities for further development.

The four **Pillars of Practice** provide a framework to guide your reflection. For Career Levels 2 to 4, the pillars include Clinical Practice, Facilitation of Learning, Leadership, and Service Improvement. The [Turas Professional Portfolio](#) is recommended to help you record your reflections and can be used to develop evidence and record any supervision discussions.

**“ If you are new to reflective practice, you can find more detailed information on reflection techniques and models in this resource”**


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*Find out about the Reflective Template Assessment tool at this [link](#) on our website.*

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## Healthcare Science Support Worker Webinar Series





**Pathways to Success:  
Career Development  
for HCSW**

a webinar for support workers  
in Healthcare Science


🕒 12:30 - 13:30

📅 31st January 2025

**NHS**  
Education  
for  
Scotland

[www.learn.nes.nhs.scot](http://www.learn.nes.nhs.scot)

**HCSW Education and Development Career Framework  
Levels 2- 4 – Healthcare Science**



**Using the career  
framework to support  
your learning and  
development**

📅 30th August, 2024 ⌚ 12:00 - 13:00

**Join Us!** Registration available at  
[www.hcstraining.nhs.scot/events](http://www.hcstraining.nhs.scot/events)

**MS Teams Webinar**

Our 3rd webinar in the career framework for our Healthcare Science support workers was delivered on March 27th to announce the release of our new toolkit resource for career development using the 4 pillars of practice. In case you missed it and our other 2 webinars from this series, don't worry, all of our webinars are recorded and available on our Turas Learn Healthcare Science website [‘Past webinars’](#) at our Healthcare Science Turas Learn.

[How to use the Turas Portfolio for support workers learning development](#)

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### *What's in it for me?*

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The Turas Professional Portfolio can be used to assist Support Workers to:

- record evidence of learning from experience gained in the workplace and through life experience
- support access to courses, gaining learning credits
- think about career progression

There are a variety of resources on Turas Learn about getting started to create your own personal Turas Professional Portfolio. For details about why use it, how to register and a recent webinar from HCSW talking about the benefits of using the portfolio for their career development;

visit <https://learn.nes.nhs.scot/39969> [Turas Professional Portfolio](#)

## HEALTHCARE SCIENCE SUPPORT WORKER CAREER FRAMEWORK IMPACT SURVEY



After the launch of our Healthcare Science support worker framework for Career Levels 2 -4 on March 2024, we distributed an impact survey to support the action plan towards Phase 4 of the wider Scottish Government commission for Healthcare Science support worker staff. The purpose of this survey was to gather insights on the awareness, usage, and impact of the NES Healthcare Science support worker framework for Career Levels 2-4 among healthcare professionals in NHS Scotland. The survey aimed to identify areas for improvement and gather feedback on the framework's effectiveness.

This summary report presents the findings from the impact survey distributed to our Healthcare Science colleagues and contacts on November 22nd, with a closing date of January 20th. Thank you to all of our colleagues who took the time to participate and feedback to help inform us of the impact of the framework and further recommendations. We received 37 responses, and the following sections provide a detailed breakdown of the responses with feedback and recommendations moving forward.

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*The full report detailing all the findings are available to view [here](#).*

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### [HCSW Healthcare Science Stakeholder Group Application Form](#)

This group aims to bring together experienced support worker professionals to provide valuable insights and contribute to the improvement of healthcare support workforce career opportunities and development. Your participation will help shape resources, practices, and

initiatives that impact the healthcare support workers workforce. We are looking for dedicated NHS Scotland healthcare support workers who are passionate about improving opportunities for the healthcare support workforce and are willing to share their expertise and perspectives.



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*If you think this could be you, and you would like to get involved, please complete our application form to have a chance to get involved and feedback to NES. Applications from the QR code or by this [link](#) closing date on 31st July with the aim to start meetings from August 2025 on a quarterly basis.*

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## Healthcare Science Career Framework Levels 5- 9



The NES HCS team have been commissioned by Scottish Government to develop a Level 5-9 career framework for HCS.



This work will include both generic and specialty specific knowledge, skills and behaviours at all levels.

For interest, the generic framework is complete and now ready for distribution for comment and feedback and we are in the early stages of developing the specialty specific frameworks.

We have already reached out through our networks for key individuals who wish to be involved in this development, and we thank all who have noted their interest. However we want to ensure that engagement is completely inclusive and therefore if you are interested in becoming involved please contact [HCS@nes.scot.nhs.uk](mailto:HCS@nes.scot.nhs.uk)

## Past Events

### [NHS Education for Scotland / Scottish Government Healthcare Science Annual Conference 2025](#)

This event was a collaboration between NHS Education for Scotland and Scottish Government, providing an eclectic mix of themed sessions hosted online on MS Teams in February/March 2025.

Regardless of identity or specialism, this is an opportunity to hear about topics of interest to our HCS community. We also offered trainees the opportunity to showcase their poster work with our poster competition.

Please see the [attached document with links to the recordings from each of the sessions](#)



### [Scottish Government Healthcare Science CSO Awards 2025](#)



Congratulations to the nominees and winners of this years Healthcare Science CSO awards. These awards celebrate their skills and expertise and recognise innovation and transformation within our services, leadership within our workforce, and high quality education and service delivery. It also provides a platform to share best practice throughout our profession.

Presenting the awards was our Chief Scientific Officer, Healthcare Science, Professor Catherine Ross, and MSP Jenni Minto, Minister for Public Health and Women's Health. There was also an address by Cabinet Secretary for Health and Social Care, Neil Gray MSP to mark the significant contributions of our Healthcare Scientists and recognising the celebrations of Healthcare Science Week.

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*The winners as part of the Chief Scientific Officer's Healthcare Science Awards 24/25 were;*

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Healthcare Scientist of the Year Award for 2024/25: Mark Mason, Senior Biomedical Scientist, NHS GG&C

Lifetime Achievement Award 2024/25: Alan Reid.

Excellence in Clinical Leadership Award for 2024/25: Claire Tarbet, Principal Clinical Scientist, NHS Greater Glasgow & Clyde

Rising Star 2024/25: Laura Van Schayk, Biomedical Scientist, NHS Orkney

Education in Practice: Hannah Law, Specialist Cardiac Physiologist, NHS Lothian

Excellence in Workforce Collaboration Award for 2024/25: Eisin McDonald, Lead Healthcare Scientist, PHS

Quality in Action Award for 2024/25: Ijeoma Okoliegbé, Clinical Scientist, NHS Grampian

Healthcare Science Support Worker of the Year Award for 2024/25: Brian McGill, Senior Assistant Physiologist, NHS GG&C

## Upcoming Events in Healthcare Science

### Healthcare Science: Spotlight Your Work! webinar



Register your interest in having the opportunity to present at one of our webinars by using this form [MS Form](#). Once we have a sufficient cohort, we will contact participants and organise a suitable date. The webinar would be one hour with a mix of presentations and a panel to provide feedback. So register your interest and let's turn on the spotlights!

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*If selected, what would be involved?*

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Our only stipulation is that talks are no more than 10 minutes to explain your idea. It can be a tour of a poster you have done, some PowerPoint slides describing a project or an idea you may have or, if you prefer, simply a talk. It is a safe space to gain experience, to get feedback and also to get recognition. They are an excellent opportunity to highlight the work Healthcare Scientists are doing to improve healthcare across NHS Scotland.

Register your interest for the opportunity to present at one of our future webinars by using the following [MS Form](#) and let's turn on the spotlights!

**Want to find out what's involved and ideas, all our previous 'Spotlight your work' webinar series are available on our ['Spotlight Your Work' Turas Learn](#)**

### NES Annual Conference 2025



Learning for Change: Tackling Health Inequity through Education and Workplace Learning on 24th and 25th April.

This conference is for colleagues from all professional disciplines across health and social care with an interest in education and training, workforce development and digital solutions.

There will be a number of plenary and parallel sessions run by all professional groups and an opportunity for joint sessions highlighting interprofessional learning.

The conference is sponsored by NHS Education for Scotland, and there will be no charge for participation.

- Closing date for registration is 17th April.
- Registration and Full programme is available at [NES Annual Conference 2025 - Learning for Change: Tackling Health](#)

### NHS Scotland Annual Event 2025



The NHS Scotland Event is taking place at the Technology & Innovation Centre (TIC), University of Strathclyde in Glasgow on Monday 9 June 2025. This year the Event is Hybrid with elements of the programme available through live streaming to delegates not able to attend in person. Full event details are available at [About | NHS Scotland Events](#)

### Other News in Healthcare Science

The NEW STP Equivalence Application Template from the AHCS



There is a new application template from AHCS which is designed to assist and guide individuals applying for STP Equivalence, aligning with the programme outcomes of the National School of Healthcare Science (NSHCS) accredited Scientist Training Programme (STP). The AHCS STP Certificate of Equivalence is the recognised educational program that

allows successful applicants to register with the Health and Care Professions Council (HCPC) as Clinical Scientists.

This template is intended for applicants who plan to apply from the upcoming equivalence application start date in 2025. However, it can also be a valuable resource for those currently undergoing the application process.

You can view the new template on the Equivalence Guidance Page and find more information about Equivalence at [AHCS Equivalence Guidance](#).

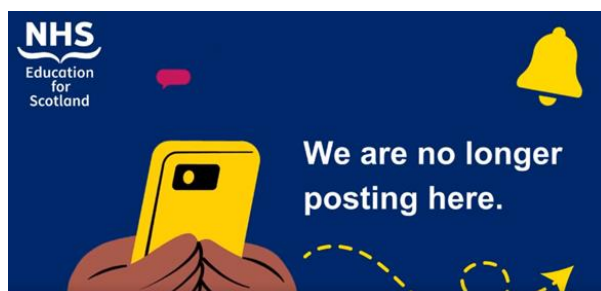
Visit our website page [Equivalence routes and support](#) for further guidance and examples about Clinical Scientist Equivalence.

### InnoScot Health Webinar Series



InnoScot Health have a series of accessible, bitesize 'lunch & learn' sessions on Microsoft Teams on a monthly basis InnoScot to share their knowledge and insights on the innovation journey, while also providing a platform for inspiring guest speakers. These are also recorded with the full playlist available at [Events](#)

### Migration from X/Twitter



Please be aware that from 31 March we will no longer be posting on the @hcs nes or the corporate NES X/Twitter accounts.

We look forward to engaging with you on our range of other platforms. As well as our workstream accounts, you can find us at:

LinkedIn: [linkedin.com/company/nhs-education-for-scotland](https://www.linkedin.com/company/nhs-education-for-scotland)

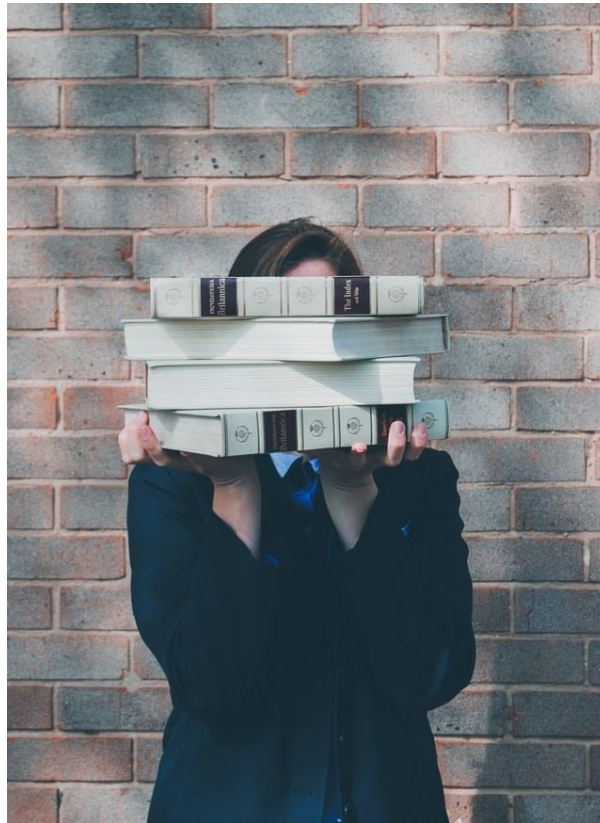
Facebook: [www.facebook.com/hcsnes/](https://www.facebook.com/hcsnes/)

Instagram: [Instagram](#)

Youtube: [youtube.com/@NHSEducation](https://youtube.com/@NHSEducation)

Web: [www.nes.scot.nhs.uk](http://www.nes.scot.nhs.uk) and [www.hcstraining.nhs.scot](http://www.hcstraining.nhs.scot)

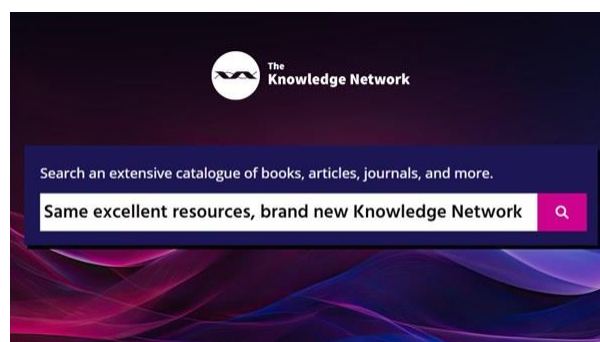
### NHS Library Resources



Access journals, print and online book collections, databases, evidence summaries and many other resources to support health and social care practice across Scotland on the NHS Library resource, the Knowledge Network.

Unlock a wealth of library resources by registering for your very own NHS Scotland **OpenAthens** account today! Register via this [link](#) available on the Knowledge Network.

### Knowledge Network Information series





The NES Knowledge Services' extremely popular Finding Information series will be running again every Wednesday from 23rd April – 28th May:

- Session 1: What do you need to know? Defining your information need or research question
- Session 2: Getting the best out of The Knowledge Network
- Session 3: Getting the best out of web searching
- Session 4: Getting started with databases
- Session 5: Referencing and plagiarism
- Session 6: Different study types and their benefits and weaknesses

All of these bitesize sessions last 30 mins with 15 mins for questions. Register for all or any of the sessions you are interested in attending. You will receive an individual email and joining link for each session - these will not be recorded but will run again later in the year. For full details and to book your place please complete our [registration form](#).

For further assistance, please contact: [Knowledge Services Help Desk](#)

## SHOWCASING HEALTHCARE SCIENCE

### Healthcare Science Week 2025 Reflections



Healthcare Science Week is an annual week-long programme designed to promote and celebrate the amazing work of Healthcare Science professionals. The aim is to raise awareness of the wide range of careers and roles within Healthcare Science, highlighting the difference they all make to patients' lives. It's also an invaluable opportunity for existing Healthcare Science staff to inspire the next generation by promoting the new career structures in local schools and colleges.

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*Healthcare Science Week is a annual week-long programme designed to promote and celebrate the amazing work of Healthcare Science professionals.*

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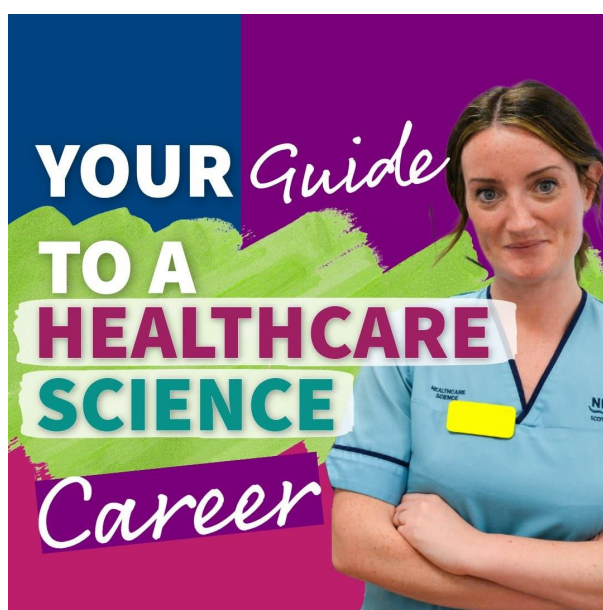
Every year it's great to see all the engagement across the NHS Scotland boards either with STEM activities, from setting up stalls in the hospitals, to hosting webinars or contributing with social media posts to celebrate and raise awareness of Healthcare Science.

This year there was a large variety of activities organised throughout the week that involved Healthcare Scientists across Scotland getting involved, such as; NHS Tayside Dundee Science Centre School event, and visits from with our Chief Scientific Officer as part of the Roundtable event (redefining the Healthcare Science Workforce) at NHS Tayside, NHS Lothian and NHS GGC.


NES Healthcare Science have good stakeholder engagement and support from our DYW Live group who host Schools Webinar series which share insights into the classrooms of Scottish Schools about the roles of a Clinical Engineer, Vascular Scientist and a Reconstructive Scientist -Healthcare Science Week page here - [Healthcare Science Week Videos 2025 | e-Sgoil](#)

NHS Lothian hosted numerous Careers Webinars across the various streams of Healthcare Science to showcase different roles. The Glasgow Science Centre hosted another 'Curious about Session' as a live streamed webinar to schools about Biomedical Science Careers from NES Healthcare Science. NHS Tayside hosted an Education Day for healthcare scientists. Healthcare Science Careers Webinar for Scottish University Students.

We work closely with the NHS Scotland Careers marketing team to support a national promotions on social media channels during Healthcare Science Week as part of an national campaign. The key aim of these collaborative resources is to also engage with the NHS boards for shared marketing assets to work towards the CWS Strategic Objective of increasing attraction to the NHS Scotland workforce, and raising awareness of these career opportunities.







# HEALTHCARE SCIENCE Week

**10th March 2025**

<b>MONDAY</b>	<b>11:45</b>	<b>CLINICAL BIOENGINEER: REHABILITATION</b>
<b>WEDNESDAY</b>	<b>13:45</b>	<b>VASCULAR SCIENTIST</b>
<b>THURSDAY</b>	<b>10:45</b>	<b>RECONSTRUCTIVE SCIENTIST</b>

National e-Learning Offer

**DYW | Live**  
Skills | Employability | Pathways



curious about live sessions

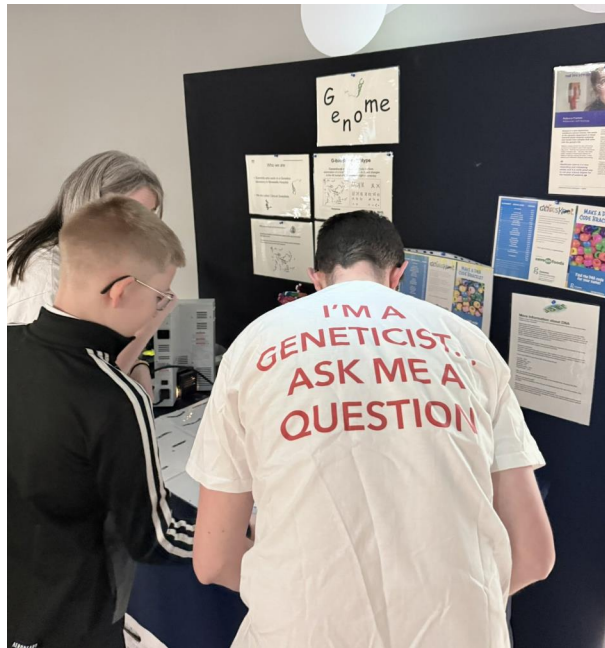
## 10 March - 13.00

### A Biomedical Scientist's Journey

Claire Cameron  
NHS

GLASGOW SCIENCE CENTRE  
Regeneration, Innovation, Inspiring the Future







## HEALTHCARE SCIENCE WEEK

### DAY 2: MAKING A DIFFERENCE



“

Healthcare Scientists significantly impact patient care, contributing to approximately 80% of all clinical decisions made within the NHS. Through the work they carry out in diagnosing diseases; monitoring treatments and developing new technologies, healthcare scientists are an essential, but often unrecognised, professional group that spans a wide range of specialties and will be pivotal in the transformation of service delivery.

”



**SARAH SMITH**  
ASSOCIATE DIRECTOR FOR  
HEALTHCARE SCIENCE, NHS  
EDUCATION FOR SCOTLAND

FIND THE FULL QUOTE IN TODAY'S NEWSLETTER

# Healthcare Science Week

10 - 16 March 2025



**NHS**  
Golden Jubilee

My favourite part of my role is seeing patients leave feeling much better, whether it's mentally by understanding their condition, or physically by relieving chest pain, it's incredibly rewarding.

I wish there was greater awareness of cardiac physiology as a career. Many people become cardiac physiologists either because they or a loved one had a cardiac condition or by chance. I hope students learn more about this fantastic career.

I think the Golden Jubilee is an excellent place to work because of its fantastic reputation throughout Glasgow, Scotland, the UK and even Europe. It's very patient-oriented and values both patients and staff.



**Douglas Gordon**  
Specialist Cardiac Physiologist

## Healthcare Science Week 2025

NHS Lothian Healthcare Science Webinars

10th-16th March 2025

# Interested in careers in Healthcare Science?



Join us for a series of webinars delivered by experts from within various areas of Healthcare Science!

**Webinar 1: Monday 10th March 1-1.45pm**  
Cardiac and Respiratory Physiology

**Webinar 2: Tuesday 11th March 1-1.45pm**  
Laboratory Medicine

**Webinar 3: Thursday 13th March 12noon- 12.45**  
Physical Sciences

**Webinar 4: Friday 14th March 1-1.45pm**  
Pharmaceutical Science/ Radiopharmacy



Webinar 1



Webinar 2



Webinar 3



Webinar 4

**Via Microsoft Teams**

To Register scan the QR Code above

Made with PosterMyWagon






# Celebrating Healthcare Science in + NHS Tayside

11th March 9am-4.30pm

Improvement Academy , Ninewells, Level 5  
Posters welcome

Lunch and refreshments provided  
Contact [lesley.mcmahon2@nhs.scot](mailto:lesley.mcmahon2@nhs.scot)



Follow the  
QR code to  
sign up





## Join our Live Webinar

### *A Career in NHS Healthcare Science*

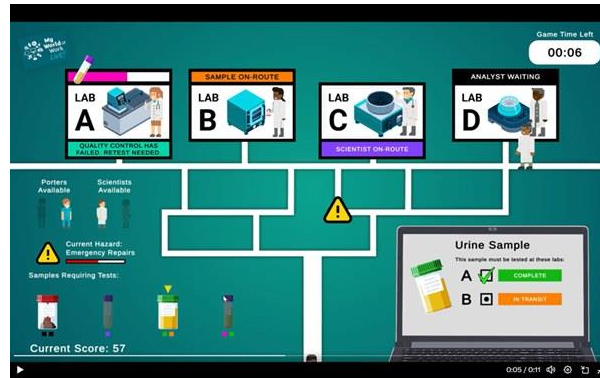
 **FRIDAY 14TH MARCH, 2025**

 **13:10-13:50**

Come along and meet our panel  
of Healthcare Scientists talk about  
their career pathways into the  
NHS. Find out how you can apply  
too!



[> REGISTER NOW](#)



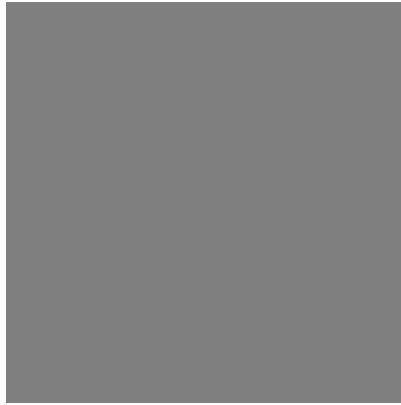
It was great to see lots of enthusiasm and positive engagement from our NHS colleagues, Scottish Government, various stakeholders such as My World of Work, DYWLive, Glasgow and Dundee Science Centre, NHS Scotland Careers who also engaged and helped to promote Healthcare Science career awareness to the public.

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*As part of improving Healthcare Science career visibility, the NES Healthcare Science team work with the stakeholders '[My World of Work](#)'. Here are some of the examples promoted by My World of Work showcasing the work of our NHS Healthcare Scientist colleagues.*

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*During the Healthcare Science Week campaign, various career videos were promoted, signposting to the NHS Scotland Careers Website and accessible resources for Healthcare Science Week for the NHS Scotland boards were made available at [Marketing and Communication Asset Resource](#) / [Turas](#) / [Learn](#)*

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1 - Promotional Banner



2 - Email Signature

## Healthcare Science Career Visibility



There are many routes to a rewarding career at different levels in all areas of healthcare science, NHS Scotland. NES Healthcare Science and the NHS Scotland Career team continue to promote valuable resources to raise the visibility and opportunities of these roles on the NHS Careers website, '[Explore careers in Healthcare Science](https://careers.nhs.scot/healthcare-science)'.

We also have a new [NHS Careers in Healthcare Science guidance booklet](#) as a career guide for an insight into a wide range of career opportunities in healthcare science or to share as a career engagement resource. This is also promoted on the [SDS Marketplace](#) to share the visibility across schools, universities and various stakeholders.

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***NHS Scotland Careers Website - Healthcare Science***

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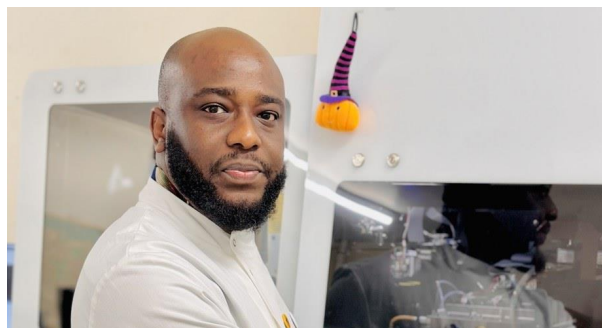
*3 - NHS Scotland Careers - Healthcare Science profiles*

Our latest updated career profile for NHS Scotland Careers website, Healthcare Science is ['How to become a clinical scientist in gastrointestinal physiology'](#). Thank you to our GI Specialist Matter Expert, GI Physiology Clinical Scientists in service who helped review the content for our website update to include this career profile on the website. We are continuing to update this website to represent the various career opportunities in Healthcare Science which can be viewed at [Healthcare science | NHSScotland Careers](#).

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### ***Career Blogs in Healthcare Science***

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The latest career blog in Healthcare Science on our NHS Scotland career website is ' Basil's story: An international journey in biomedical science'. Find out more about Basil's career in

biomedical science which has taken him over 4000 miles. Here's his journey, from Nigeria via Cyprus, to Scotland at [Basil's story: An international journey in biomedical science](#) (

## CPD and e-Learning in Healthcare Science

### New e-learning module available



Two new e-learning modules are now available on Turas Learn:

#### **Ionising Radiation Regulations 2017 (IRR17) radiotherapy applications**

This module has been designed to be a general training resources for therapy radiographers, oncologist dosimetrists, technicians/engineers' radiographers, X-ray nurses, medical physics staff, certain hospital medical staff and others who have had initial radiation protection training as part of their qualification.

Please access the module by selecting the following link: [Ionising Radiation Regulations 2017 \(IRR17\) radiotherapy applications](#).

#### **X-Ray Contingency Plans**

This e-learning module is designed to allow staff who work with or around diagnostic X-Ray equipment to revise or familiarise themselves with X-ray contingency plans.

Please access the module by selecting the following link: [X-Ray Contingency Plans](#).

### Changes to our Healthcare Science leadership and trainer programmes



We have recently stopped the interactive workshops which used to be the final element of most of our leadership and trainer programmes available on Turas Learn:

- [Early Years leadership](#)
- [Train-the-Trainer](#)
- [Trainees-in-Difficulty](#)

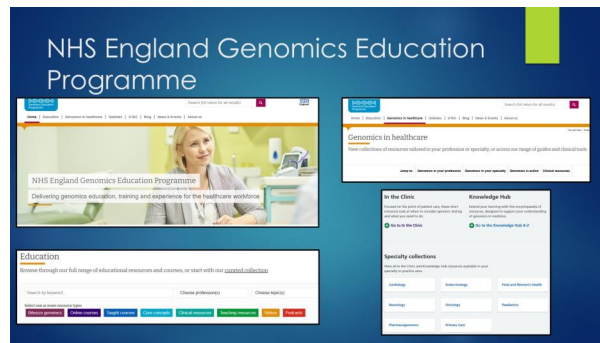
Please be assured these programmes still exist and you can complete them by working your way through their online elements on Turas Learn. We are in the process of having the workshop elements removed, until then some people may be unable to formally complete programmes since no workshops are scheduled. Please bear with us and as soon as the workshops are removed it should automatically complete the programme and you will then be able to get a certificate from Turas Learn. However, please contact us if you have any queries or issues.

## Genomic Education Update

Our Senior Specialist Lead for Genomic science commenced her post in September 2024 and provides professional leadership for education and training within genomic medicine in line with the Genomic UK strategy and in collaboration with the Scottish Strategic Network for Genomic Medicine. She has been undertaking a scoping exercise to identify the available training and education resources for the genomics workforce. The next steps will include developing a competency skills career framework for laboratory genomics and genomic counsellors and mapping the current education and training to these frameworks. A gap analysis will then be performed and potential solutions will be identified.

So far, resource scoping has included logging educational resources that are currently available, detailing the content and who these resources are suitable for. This includes resources from the NHS England Education Programme, HSTalks and educational material currently in use in the genomics laboratories in Scotland. This scoping exercise is ongoing and once complete a full gap analysis will be carried out.





Jenna has been working with the Genomics Training Academy and we now have an agreement that Scotland will input into the design, content and reviewing of training material that is being produced. As a result, all of the genomics workforce has been invited to register for the Genomics Training Academy and we now have access to all the training and education material that is being developed. This has given the Scottish genomics workforce access to online sessions discussing interesting cases and is allowing us to evaluate the use of virtual reality headsets and videos that have been developed by NHS England to train in a number of laboratory techniques. The projects in development include online modules for all areas in genomics training, webinars and online workshops. This is a very exciting collaboration and we are working hard to strengthen this relationship by ensuring we are proactive and contributing our expertise, knowledge, resources and feedback when requested. We are now collecting names of volunteers to help us develop resources to ensure we are contributing to this project that will prove beneficial to the entire genomics workforce.

## Quality Assurance of Training



### QUALITY MONITORING OF HCS TRAINING IN SCOTLAND

The final quarter of the financial year is typically the busiest period for quality assurance of Healthcare Science training, marking the close of the annual QA cycle. This year has been no exception. We extend our thanks to all training centres and supervisors for their continued commitment in completing Annual Review of Competency Progression (ARCP) reports, Training Plan updates, and other QA-related submissions.

This period also included a review point for many training centres within the 4-year Training Centre Accreditation cycle, requiring the submission of updated self-assessments. We are grateful for your engagement in this process and will progress these submissions as promptly as possible.

Further information on all aspects of the QA process can be found on our website. If you have a trainee or training centre in the system and have not yet completed the required QA activities, we kindly ask that these be submitted at your earliest convenience

## Funding Opportunities

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***IBMS Degree Assessment Bursary applications are now closed for this funding opportunity as of the 31st March 2025 and we are no longer able to accept any further application request submitted after 31st March 2025.***

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This funding opportunity for the previous financial year 2024-25, with 35 NHS Healthcare Science support workers supported on this bursary at career framework levels 2-4. The bursary provided the fee for the application costs of recognition of their learning and experience (non-accredited degree assessment) by the Institute of Biomedical Science. This enabled NHS Healthcare Science Support Workers the opportunity to apply for guidance by the Institute on how their qualifications align with future HCPC registration as a Biomedical Scientist.

## Postgraduate Bursary 2025 Funding Applications are now open



We are pleased to announce Healthcare Science Postgraduate Bursary fund applications are open. This is a vital initiative aimed at fostering the next generation of Healthcare Scientist leaders. This bursary provides invaluable support to aspiring leaders, enabling them to access advanced training and development opportunities that are crucial for driving innovation and excellence in patient care.

This application is for a contribution by NES to NHS Boards for an in-service NHS Healthcare Science Practitioner (on AfC Band 6 and below) to undertake further development and join the national postgraduate scientist trainee cohort. This competitive bursary support is limited to a maximum of £3000 and is for the financial year 2025-26.

Applications go live on **Monday 7th April 2025** and will close on **Friday 9th May 2025**. Full details of the application criteria and application form are available on our [‘Funding’ page](#).

## Announcement of a new NES funding opportunity



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*We will be announcing a new funding opportunity for Career Levels 2 -4 development in May 2025. This will be hosted and announced on our [Current Opportunities | Health Care Science page](#).*

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## NES Healthcare Science Resources



[The Knowledge Network - NHS Library resources](#)

[Healthcare Science Four Pillars Toolkit](#)

[Healthcare Science Healthcare Support Worker Development & Education Framework for Levels 2-4](#)

[Learning Activities to support the four pillars of practice](#)

[Healthcare Science Website](#)

[Healthcare Science Turas Learn](#)

[Healthcare Science Careers booklet](#)

[NES - Healthcare Science our work](#)

[Promoting Healthcare Science - Let's get involved](#)

[Support Worker Central](#)

[Turas Professional Portfolio](#)

## CONTACT US



## NES Healthcare Science Core Team

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Visit [Meet the team / Health Care Science](#) to find out more.

Contact the team via email at [HCS@nes.scot.nhs.uk](mailto:HCS@nes.scot.nhs.uk)

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4 - Sarah Smith – Healthcare Science Associate Director





*5 - Lorna Crawford – Head of Programme QA*



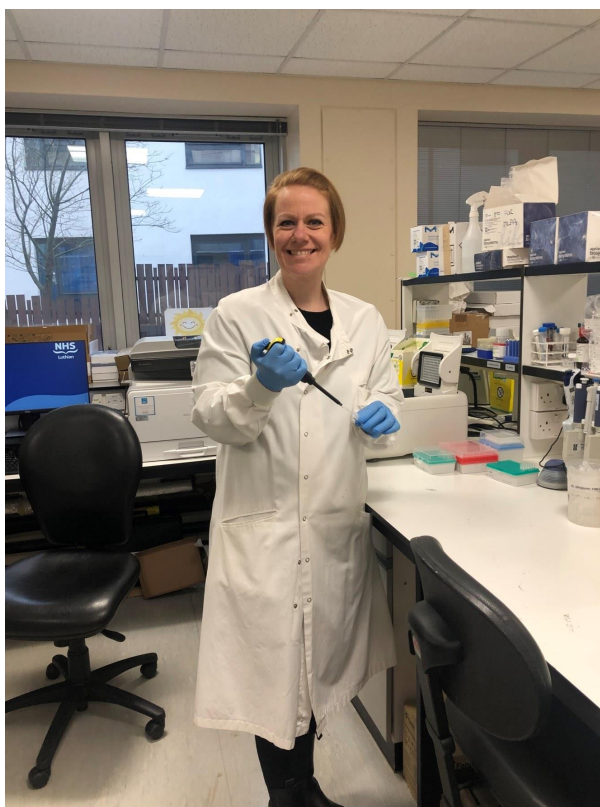
*6 - Andy Dunne – Head of Programme CPD*



*7 - Claire Cameron – Principal Lead*



*8 - Bianca Brownlee – Principal Lead*



*9 - Jenna Jenkinson - Senior Educator*

Patricia Lee – Business Support

Charlie Brownlee – Management Accountant

### **Join our mailing list**

To keep up to date with NES healthcare science to join our Mail Chimp mailing list. Or subscribe with [LINK](#)

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**Follow us on our Facebook and Instagram @hcsnes**



## Feedback to NES Healthcare Science

We would love to hear from you with some feedback to improve our Healthcare Science noticeboard to keep you up to date with relevant content and any suggestions for topics you would like to see more of in future editions. Please complete the MS Form for feedback to the NES Healthcare Science team to put forward your suggestions.

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