

A guide to the roles and responsibilities of a Higher Specialist Scientist Trainee and their Employer

Who am I?

A HCPC registered clinical scientist who participates in an approved programme of postgraduate education and study leading to eligibility for registration on the Academy for Healthcare Science Higher Specialist Scientist Register.

What skills am I required to demonstrate to enter the training scheme?

- An understanding of current practice and delivery of basic clinical services in your discipline
- An ability to plan and do research
- An enquiring mind and strong problem-solving skills
- An analytical and investigative mind
- Excellent oral and written communication skills
- Good IT skills as most clinical services are highly computerised
- Meticulous attention to detail and the ability to concentrate for long periods
- An ability to work effectively as part of a team
- Have a self-motivated and confident approach, to gain the most from training opportunities and placements in busy hospital departments
- A willingness to keep up to date with the latest scientific and medical research in the specialty

What are my routine duties as a HSST trainee?

Your duties will depend on your specific role within a department and be reflected in your job description, but will likely include:

- Provision of routine clinical and/or diagnostic services
- Interpretation of test results and suggesting treatments
- Researching, developing and testing new methods of diagnosis and/or treatment that improve the patient's pathway and their wellbeing
- Advising on the purchase and appropriate use of commercial products and equipment

What are my primary responsibilities?

- Your job plan will need to meet the needs of the department in service provision and you should expect to have assigned roles with routine clinical responsibilities
- Your objectives will be set to facilitate your personal development and with time set aside for training
- You will participate in ethical, safe, high quality, competent, cost effective, and compassionate patient centred care under supervision, commensurate with your demonstrated competence, level of advancement and responsibilities
- You will undertake to meet the educational goals of your training program
- You will develop skills to be an effective life-long learner including developing a personal program of self-study and professional growth with guidance from your local supervisor and other appropriate individuals and institutions appropriate to the HSST programme
- You will demonstrate competency in patient focussed care, scientific knowledge, and practice based learning and improvement, interpersonal and communication skills, professionalism, and systems based practice
- You will participate fully in the educational and scholarly activities of the HSST program and any additional required institutional orientation and self-instructional curriculum
- You will assume responsibility for teaching and supervising and mentoring other graduate trainees and students, as your skills and competencies progress
- You will be diligent in your clinical practice ensuring that you follow local and national guidance and policies
- You will comply with your Contract of Employment regarding the Educational Program, Departmental and Hospital policies and requirements
- You will participate in institutional, departmental, and training program activities involving performance improvement and other appropriate aspects of development
- You will maintain your registration with the HCPC
- You will recognise the need for protection of human subjects when conducting research through compliance with all appropriate policies, procedures, and education
- You will comply with the professional expectations of a HSST trainee
- You will participate in personal progress monitoring and evaluation as stipulated by the institution, department and HSST program requirements
- You will respect patient's rights
- You will participate and cooperate in and with the National School of Healthcare Science (NSHCS) and its appointed officers to enhance the educational experience. Specific Program requirements for each HSST program can be accessed through the NSHCS website at <http://www.nshcs.hee.nhs.uk/join-the-programme/nhs-higher-specialist-scientific-training>. The NSHCS will undertake to share specialty specific expectations for HSST education with the trainees and relevant supervisors
- You will engage through the submission of evidence via the electronic e-portfolio (OneFile) to demonstrate your increasing competence and progression through the course of the programme
- You will engage with all appropriate formal evaluation processes, formative and summative, required by the NSHCS and culminating in a final assessment and confirmation by the NSHCS of your compliance with the Academy for Healthcare Science Higher Specialist Scientist Standards.

What are the responsibilities of my employer?

Each participating employer and/or training site must:

- Commit to excellence, innovation, and leadership in meeting the health care needs of the people served through the improvement of community health and by fostering the very best education and biomedical research
- Strive to provide the most advanced and comprehensive education possible, preparing HSST trainees for a lifetime of learning and careers as leaders, clinicians, teachers, and researchers
- Undertake and engage with the formal accreditation processes of the NSHCS
- Maintain a community of mutual respect and professionalism
- Ensure that approved training posts deliver the curriculum content and assessment requirements set out in the approved curriculum
- Offer sufficient practical experience to achieve and maintain the clinical competences required by their curriculum
- Offer an educational induction to make sure the trainee understands their curriculum and how their post fits within the training programme requirements
- Provide opportunities and support for the trainee to develop their clinical and practical skills and generic professional capabilities
- Offer opportunities to work and learn with other members of the team to support inter-professional multidisciplinary working
- Conduct regular, useful meetings with their trainees and clinical and educational supervisors
- Ensure any placements are long enough to allow trainees to become members of a multidisciplinary team, and to allow team members to make reliable judgements about their abilities, performance and progress
- Ensure a balance between trainees providing services and accessing educational and training opportunities and ensure that staffing is such that a trainee is not routinely required to perform tasks that are the primary responsibility of other members of the health care team
- Undertake that those services provided by a trainee will focus on patient needs, and that the work undertaken supports learning opportunities wherever possible
- Undertake that education and training will not be compromised by the demands of regularly carrying out routine tasks or out-of-hours cover that do not support learning and have little educational or training value
- Design assessments mapped to the requirements of the curriculum and appropriately sequenced to match the trainees progression through the programme to meet the Academy's HSSR standards of proficiency
- Provide supervision and monitor the trainee's educational experience through regular training planning reviews with the trainee according to the requirements of the HSST programme
- Ensure that the review and sign off of trainee workplace based evidence submitted through the e-portfolio (OneFile) is carried out by someone with appropriate expertise in the area of evidence and assessed in a timely manner
- Monitor the well-being of the HSST trainee

The guidance offered in this document is considered best practice by the National School and is advisory only - Mike Thomas 21st December 2017