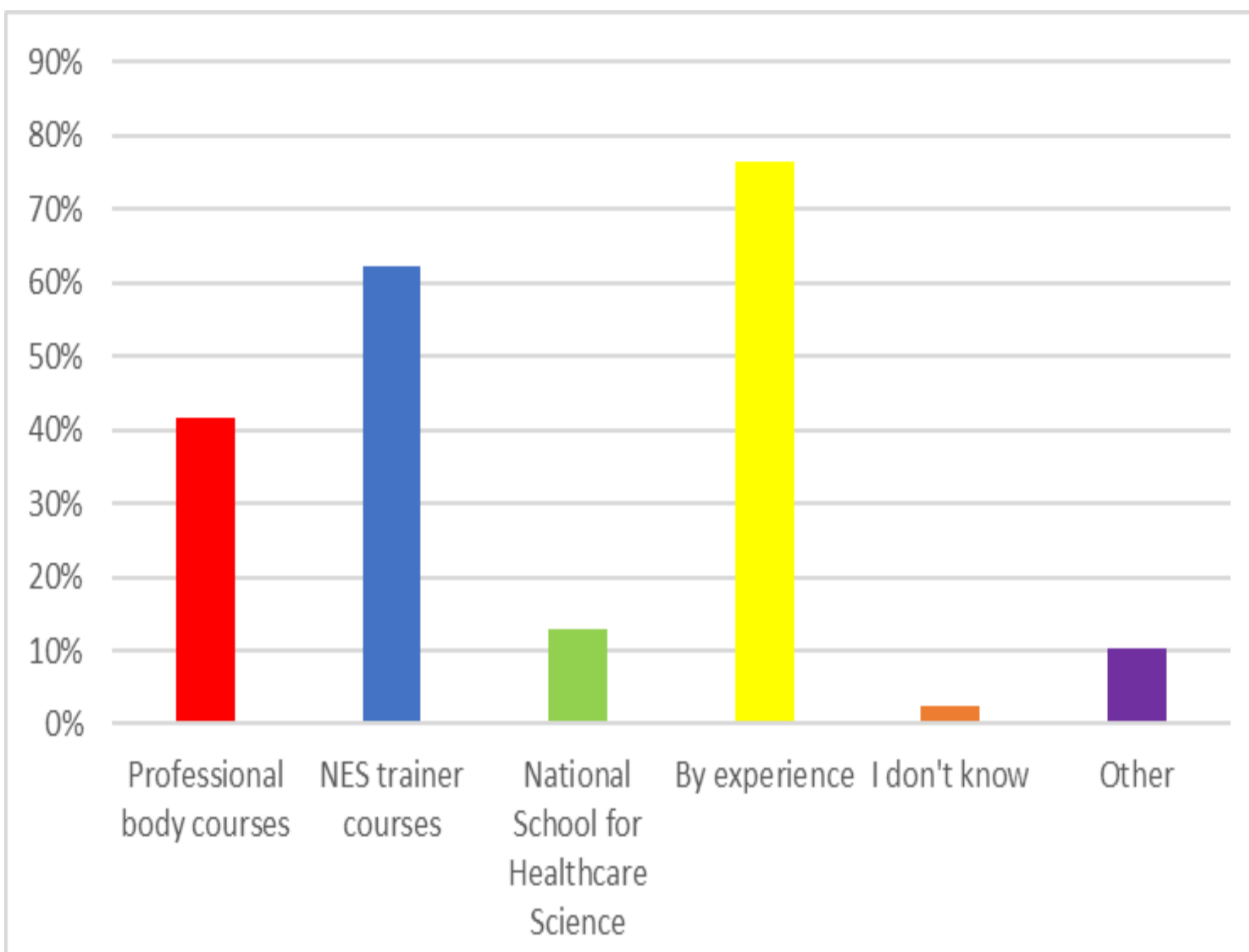


## Introduction

In 2018 NES extended monitoring of trainees to practitioners with National Training Numbers and their supervisors. Of 163 supervisors we had a response rate of 48%, comprising 52% from Life Sciences, 30.8% Physical Sciences and 15.8% Physiological Sciences. Engaging supervisors and trainee's is an essential part of the Quality Management strategy and has helped us to better understand the state of training of Healthcare Science staff in Scotland. It is encouraging to report the wider recognition and implementation of these processes through ARCP, Training planning and awareness of Special Measures in the course of assuring training.

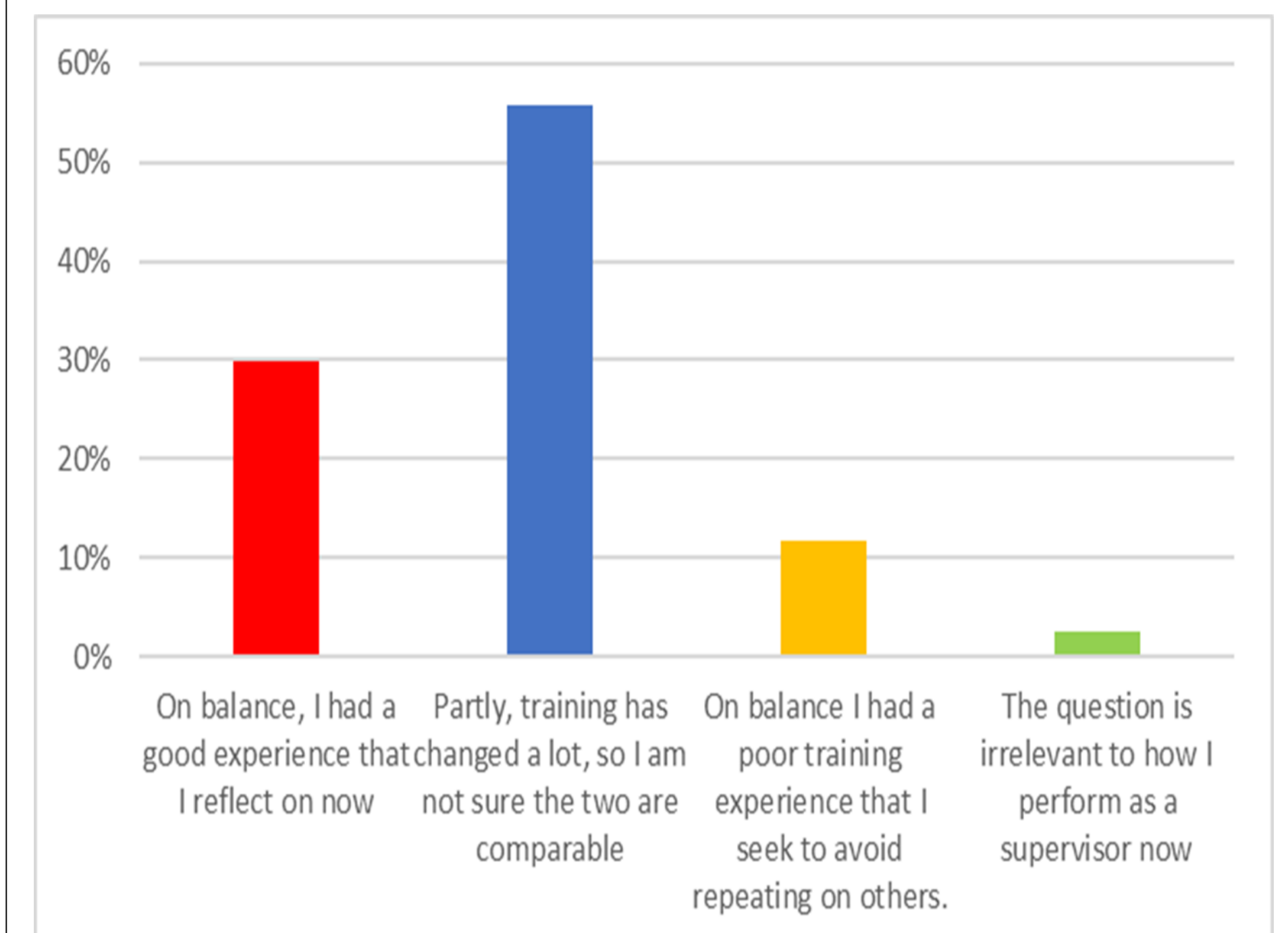
## What training in support of your supervisor role have you had?

Although many respondents stated that their training for a supporting role was mainly through experience, it is encouraging to note that a large number have received formal training either through NES courses or with a professional body.



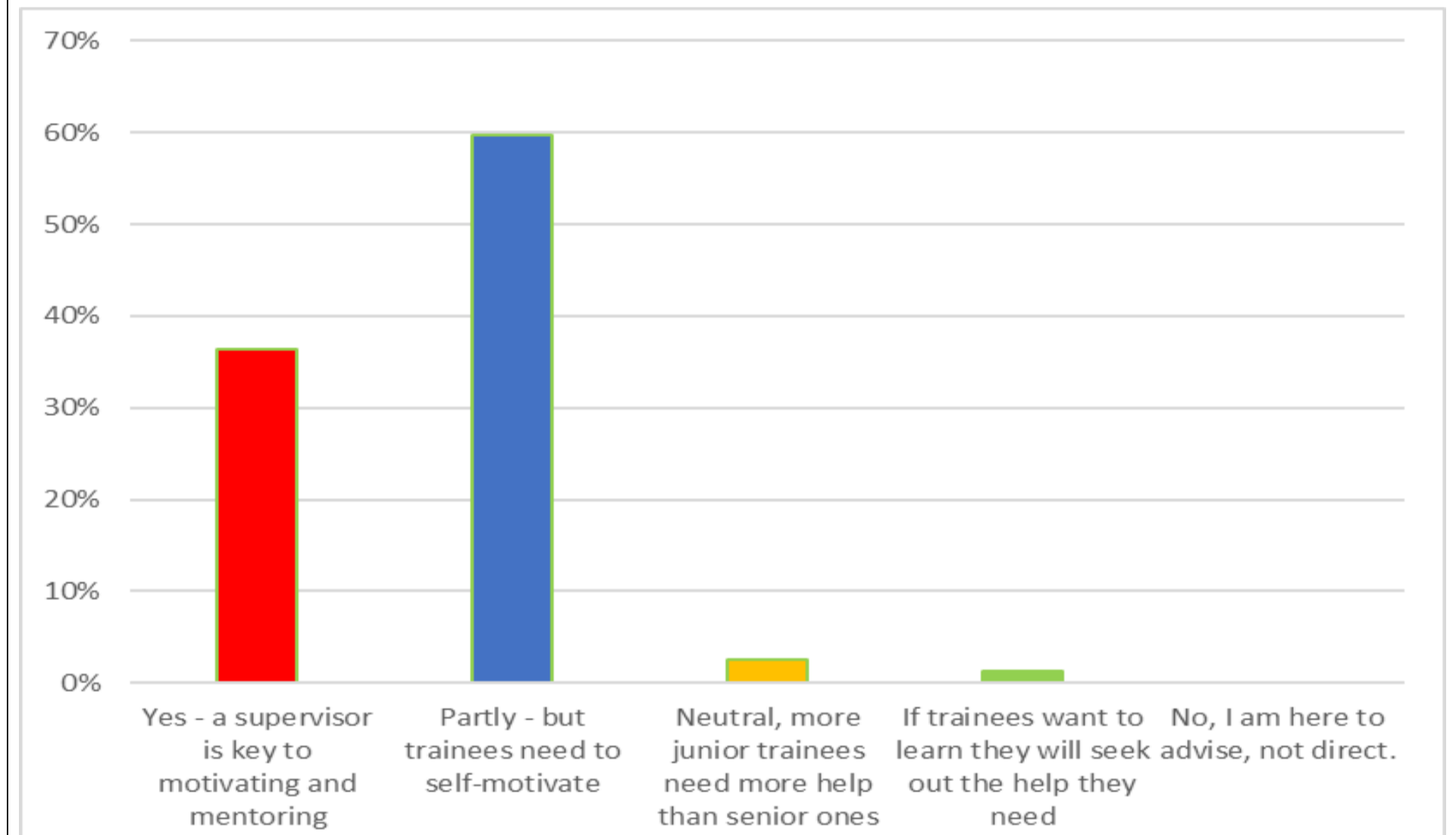
## Reflecting on your own experience as a trainee, do you think it influenced your style now as a supervisor?

Positive feedback confirmed that many supervisors are aware that there are many changes in training and their style has had to adapt compared to their own experiences.



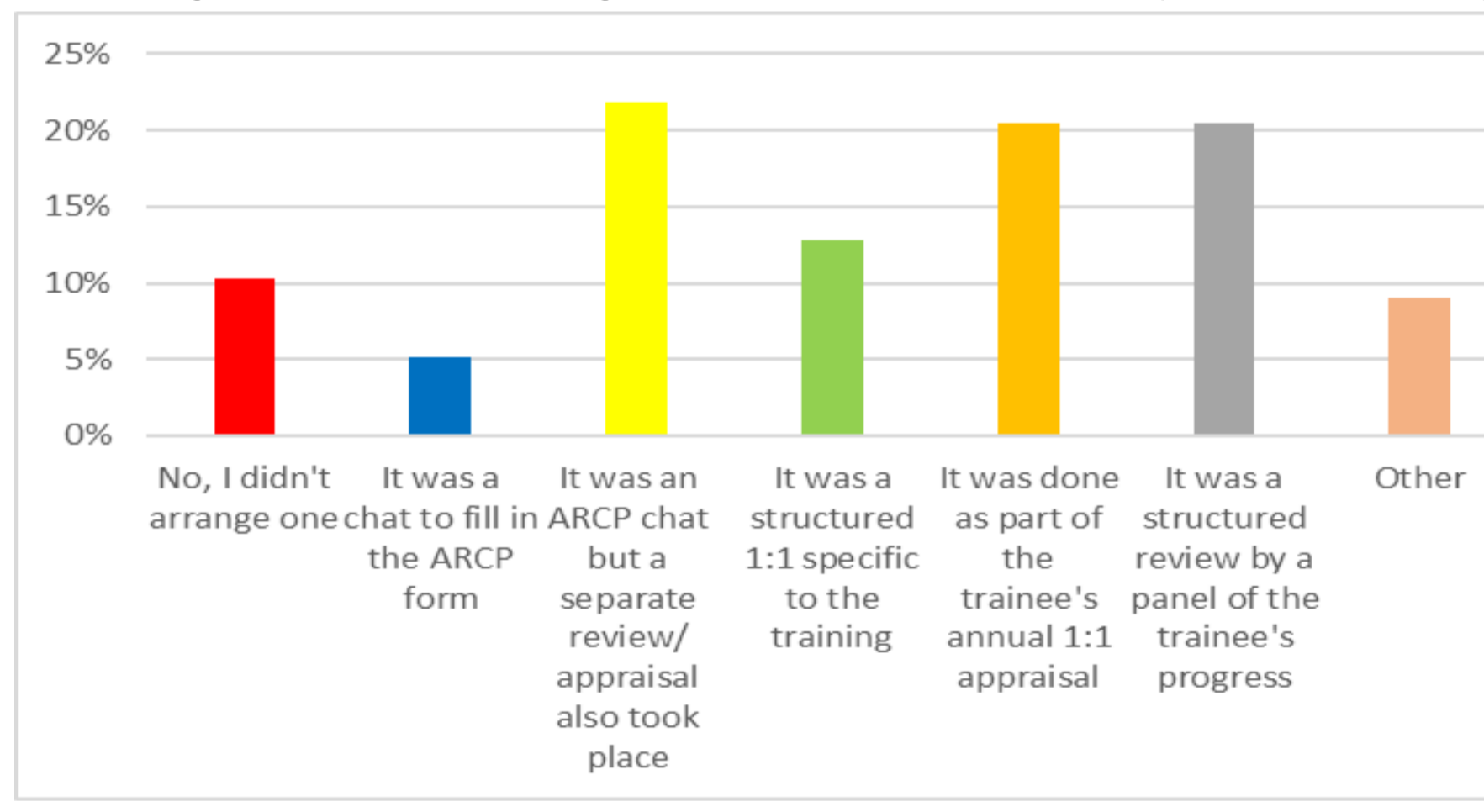
## Do you agree that a supervisor is a major determinant of the success or otherwise of a trainee?

Majority of supervisors agreed that the success of the trainee is only partly determined by the support and encouragement of the supervisor, and it is just as important that the trainee is self-motivated for their own progression.



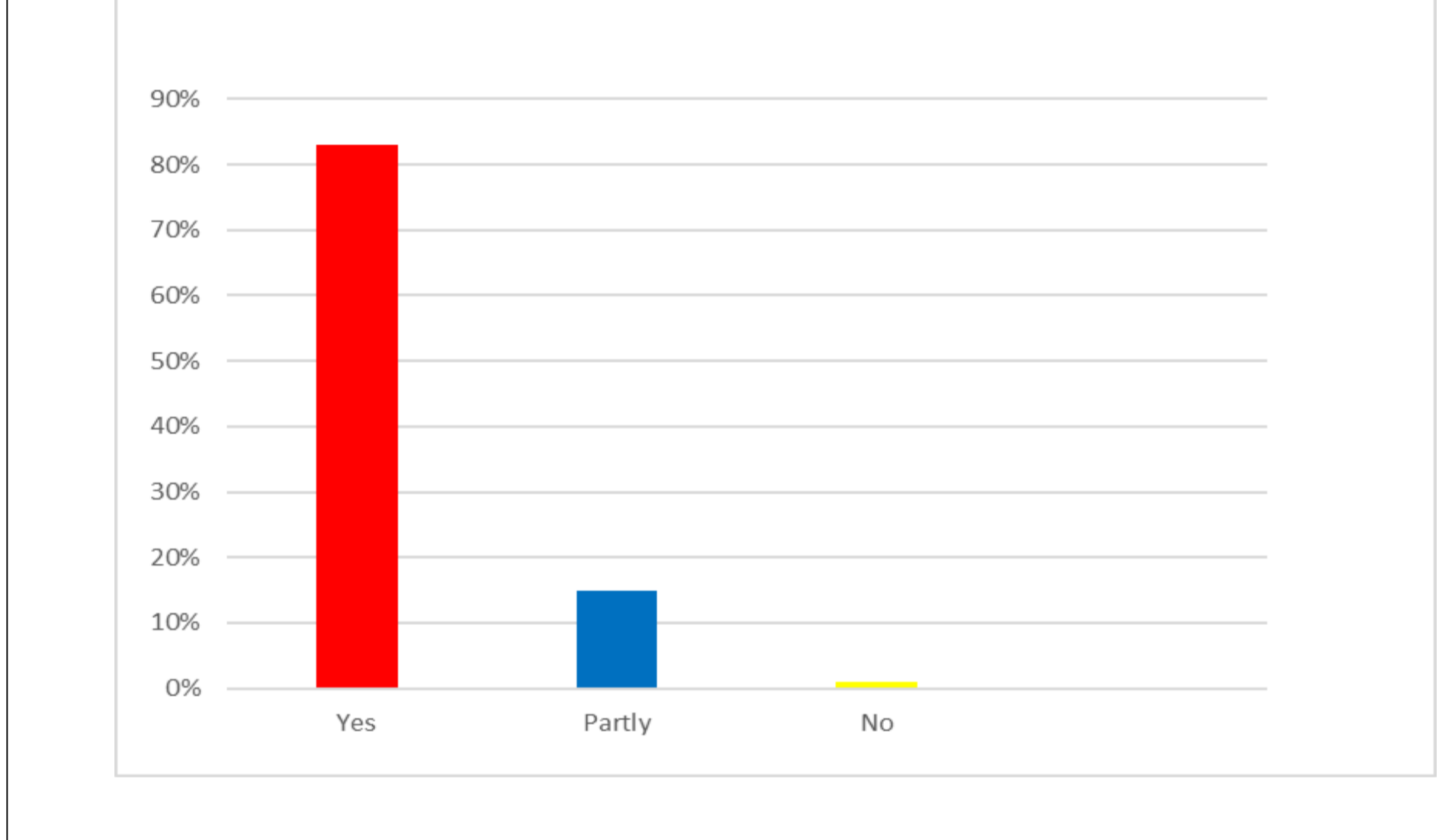
## NES asks for an Annual Review of Competency Progression. How do you do this?

The ARCP is an important quality monitoring process to review a trainees progress and part of our quality monitoring. It is encouraging to note that a large percentage of supervisors are participating in ARCP. This is commonly performed either as separate 1:1 along with appraisal or as a panel review. Although it is concerning that 10% reported they didn't arrange



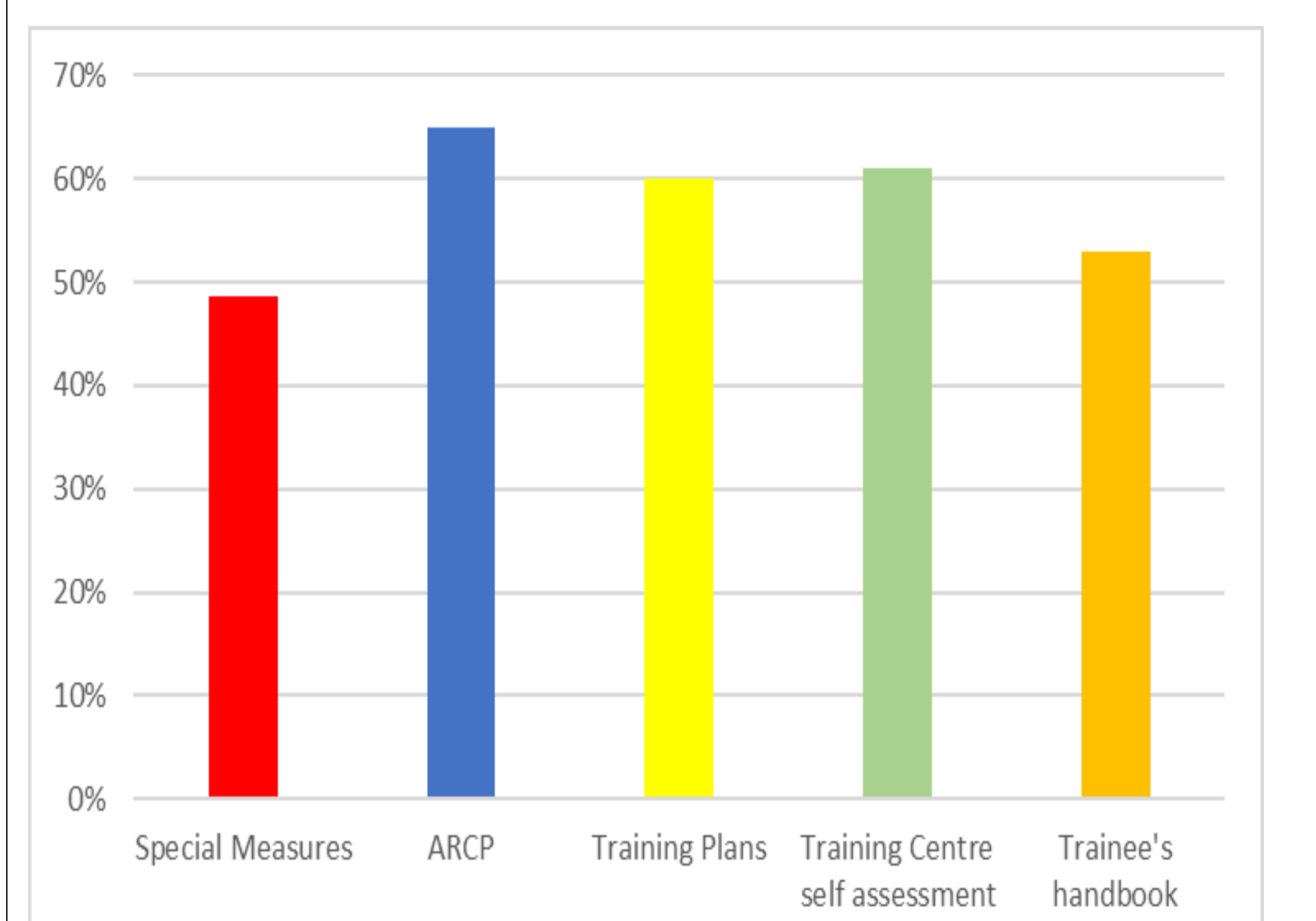
## Do you have a clear and agreed training plan with your trainee(s)?

The clear majority of the respondents have a clear training plan in place for their trainees. From those who have this in place, a large number reported they were aware of what is required of the training and where to get reliable support for it.



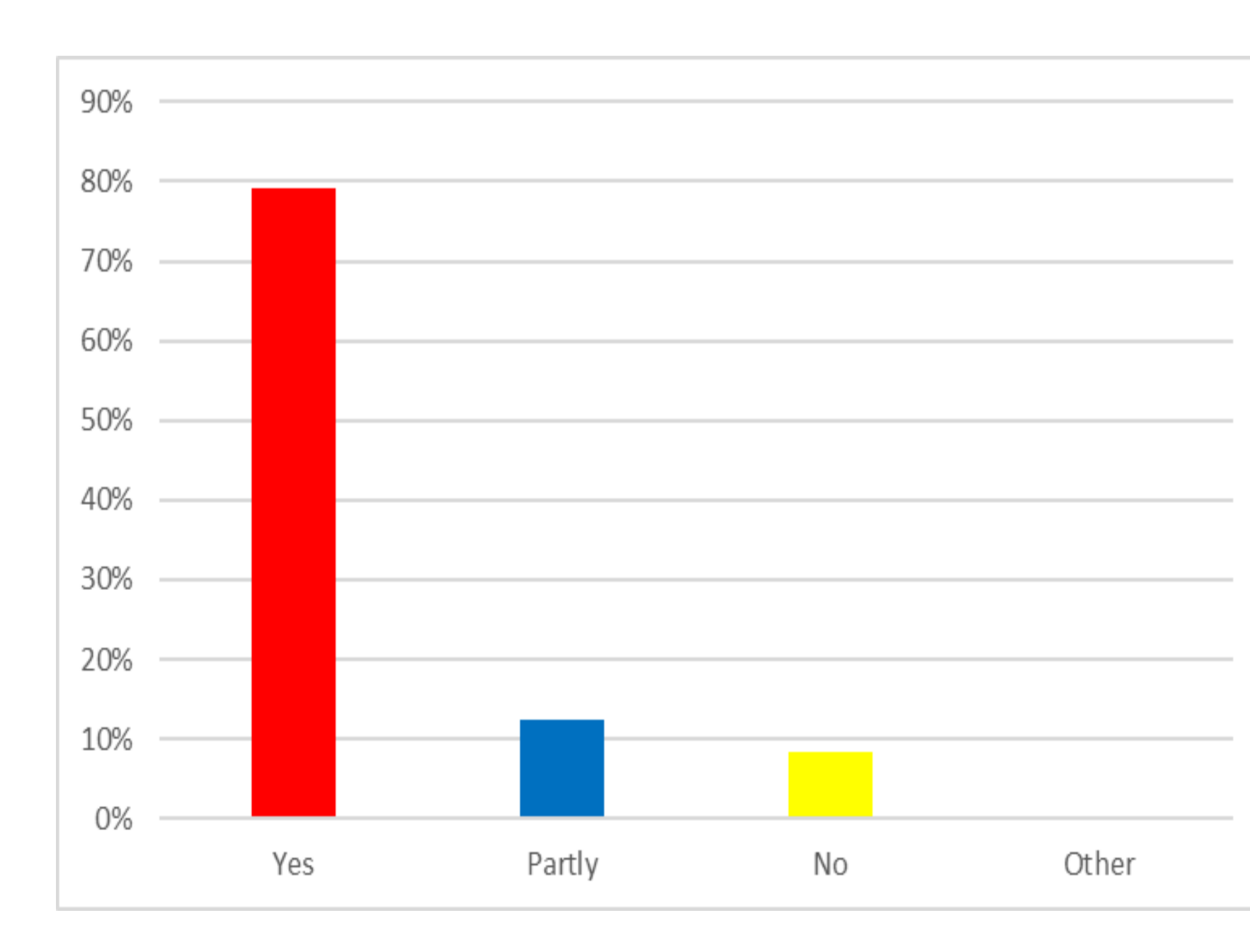
## Were you aware of our rules and guidance in monitoring training?

Our rules and guidance relating to our quality monitoring role are encouragingly well recognised to the supervisors in the healthcare science community. A good awareness of our guidance including the ARCP process at 65%, however only 48% were aware of Special measures.



## Are you aware of the common core list of postgraduate scientist attributes?

It is reassuring to report that 79% of the respondent's are aware of the common core list of postgraduate scientist attributes. The common core list aim is to strive to develop irrespective of pathway or specialism. Its is used in support we give to postgraduates.



## The Supervisors last word....

NHS Education for Scotland role is vital for ensuring the highest quality of training for healthcare scientists and supporting the necessary programmes. Funding of the different training programmes is also vital and if the lack of appropriate funding is not addressed then this will ultimately impact negatively on patient care."

"Like in most other areas the goal posts seem to constantly be moving! Certainly keeps things interesting but consistency may suffer."

"I believe that for the majority of groups the elements put in place by NES are a positive step forward, however this needs to be backed up by support for training courses within Scotland especially for hard to recruit groups and smaller groups that cannot support training due to small numbers."

"Perhaps it would be worth having specialist groups at a national level in Scotland to determine and \*communicate\* exactly how the HCS training is implemented within their speciality"