

Healthcare Science Higher Specialist Trainees and Supervisors Q&A session

(Poll 8383 7346)

What we hope to achieve today... Network / set some pointers to realising your ambitions

HSS development – why this support.

Consultant scientist development:

Past ambition to support

The pandemic!

Future leaders.

Higher specialist development is established in many forms

PhD

FRCPATH

MBA / other leadership courses

HSST programme – formal course up to 5 years

CSO Clinical Academic Fellowship – now 2021 opportunity



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Use of job title 'Consultant' The Job Evaluation Handbook, Section 9, paragraph 6.1

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Profile labels **are intended to assist in identifying possible profiles** for matching and to help employees find the profiles of relevance to their own jobs

Profile labels are **NOT intended to be used as job titles.**


Revised **profiles sometimes include commonly found job titles**; there is no reason why these should not continue to be used, except where they refer to Whitley or other previous grading structures."

Many employers **currently use the designation 'consultant' for clinical scientist roles banding at 8C-9**, where the professional standing of the role is treated similarly to that of **medical consultant.**



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Profile Label Healthcare Scientist Consultant Job Statement: (Clinical Scientist) Page 41

1. Performs a range of highly specialist clinical/scientific/technical services; provides **strategic direction** and expert professional leadership Leadership
2. Provides primary source of **expert advice**, opinions, training to own and other professions in specialist area of activity; undertakes research and innovation in specialist field with national/international impact Specialism
3. Directs the development of and **innovation in service practice, research, teaching, training** Research & Innovation



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HSS Training Plan

Year 1	Year 2	Year 3	Year 4	Year 5

Leadership


Specialism

Research & Innovation



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HSS Training Plan

Equivalence pathway requires a plan	Leadership
Destination is “eligibility” to join HSSR (HCPC will not annotate “advance practice”)	Specialism
The journey is not prescriptive	Research & Innovation
Development does not cease after your HSS programme	



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HSS Training Plan

How do we demonstrate we meet the standard?	Leadership
What is the standard?	
Why being a “pathfinder” is so important	Specialism
	Research & Innovation



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Our Annual Report – 2020-21 (3rd year)

Section next time on HSS

<https://www.nes.scot.nhs.uk/our-work/healthcare-science/>



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