

Individual Reflection of Readiness to Practice
statement for AHCS equivalence applicants in Scotland

Purpose

This Individual Reflection of Readiness to Practice (IRRP) tool requires you the candidate to provide a short critical reflection on your readiness to practise and the next steps you envisage in terms of your development. Your main portfolio describes the training you have undertaken so far, but any registered professional must be sensitive to their limits of practise and know that registration is very much the end-of-the-beginning in terms of professional development. Reflecting on readiness and next steps is a key hallmark of professionalism.

Background

The 2020 pandemic affected various elements of training activity, and certain assessment methods that would have been face-to-face were not possible. In response to this, an Independent Assessment of Clinical Competence (IACC) tool was devised by the National School for Healthcare Science as an alternative to the Objective Structure Final Assessment of STP clinical scientist trainees. The NHS Scotland IRRP is equivalent to the IACC and enables trainees to help reflect on their readiness to practice as a Healthcare Scientist at the end of their training programme. It is also an important tool for demonstrating to the regulator that Scottish training arrangements remain aligned with others in the UK.

Following the successful use of the IACC and IRRP templates, from 1st April 2023 the AHCS has updated their requirements for STP-equivalence portfolio preparation, and a 'reflective statement' such as the IRRP is now a mandatory part of the application process.

Guide

- **Why** Critical reflection and appreciation of one's limits of practice are an important feature of being a registered professional. Patient safety depends on registered practitioners knowing their limits and the action they need to take when meeting those limits. A critical reflection of one's readiness signals an appreciation of the next steps as the individual transitions from pre-registrant to registrant.
- **Who** Trainees in Scotland who are producing a portfolio for registration with a regulator are required to prepare an IRRP statement as an enhancement to their portfolios.
- **How** The IRRP statement should be presented separately after the main portfolio narrative and can be included as a final piece of evidence in the appendix of the portfolio (this helps with the word count). The statement should be a reflection on readiness and next steps. The main portfolio and viva are the assessment of current

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competence; the IRRP statement will offer assessors the opportunity to give advice on next steps once the portfolio/viva decision is confirmed.

- **What** The AHCS advises that applicants who apply for Equivalence from 1st April 2023 will be required to include a piece of reflection of **up to 500 words**, describing the importance of achieving registration as a Clinical Scientist, and how they have demonstrated that they have made the patient their first concern during the Equivalence process. The IRRP statement can be used to fulfil this brief for NHS Scotland applicants. The template below gives a guide as to the structure and the links in the references some pointers to style and content.
- **When** Trainees are recommended not to write their IRRP statement until their main portfolio is almost complete. The IRRP statement is the bridge to post-registration development, so trainees are encouraged to maximise the time available on training matters and writing the main portfolio.

Useful links

- NSHCS guidance on critical reflection. This link is specific to STP trainees, but the example slides give a useful pointer to pitfalls in writing critical reflective statements specifically in the healthcare science context. <https://nshcs.hee.nhs.uk/wp-content/uploads/2020/08/Guidance-on-critical-reflection-.pdf>.
- Further guidance from NSHCS with resources to assist with reflective practice. <https://nshcs.hee.nhs.uk/information-resources/nshcs-reflective-practice-resources/>
- Edinburgh University – [Critical reflection](#) toolkit. This link offers some models for how to undertake reflection / self-questioning.
- AHCS – guidance for STP-equivalence – applicants’ guide. <https://www.ahcs.ac.uk/download/268/guidance-equivalence/5222/ahcs-applicants-guide-for-stp-equivalence.pdf>.

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IRRP statement template

Please provide your critical reflections on how your practice will meet the standard described in each of the five Good Scientific Practice domains. You may choose and emphasise the elements of the domains that you consider to be most relevant.

As a registered healthcare science professional, you will be more than the sum of your parts. In the last section, provide a global statement of how you intend to use the insight gained from your critical reflections to ensure that your practise will be a competent, patient focused and safe on your entry to the workplace.

Domain 1: Professional Practice

All patients and service users are entitled to good standards of professional practice and probity from Healthcare Science workforce including the observance of professional code of conduct and ethics.

Domain 2: Scientific Practice

Healthcare Scientists are expected to keep their scientific and technical knowledge and skills up to date effectively.

Domain 3: Clinical Practice

Healthcare Scientists are expected to keep their clinical skills up to date and undertake clinical duties appropriate to their role in order to be effective.

Domain 4: Research, Development and Innovation

Undertaking research, development and innovation is a key part of the role of Healthcare Scientists; to support the NHS to address the challenge of meeting the needs of an ageing population, chronic disease, health inequalities and rising public expectations of the NHS.

Domain 5: Clinical Leadership

Patients and service users have a right to expect that Healthcare Science services are delivered efficiently and effectively managed to meet service needs.

GLOBAL STATEMENT

What I have learned, what I need to do next, what I would like to be doing in 3 years