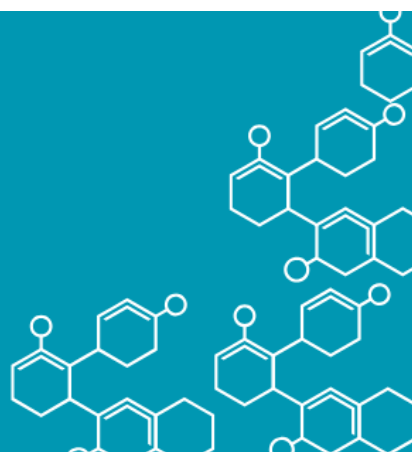




HEALTHCARE SCIENCE



Autumn Noticeboard

NOTICEBOARD Edition 42

October 2025 issue

Instructions for Use

- 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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FOREWORD

by Sarah Smith, Associate Director, Healthcare Science, NES



Welcome to the Autumn edition of your HCS noticeboard. I hope you have managed to get some time away with your loved ones and family over the summer.

This noticeboard includes a variety of news articles and information as we move forward with exciting new projects. Instead of using our mailing to keep distributing information to you, we have taken the decision to include a range of various information within our noticeboard. This quarter includes signposting to the **CSO NHS Researcher Development Fellowships**, **information regarding the staffing level tool transition plan** and the **digital and data capability framework**. If you wish to include any information to the wider HCS workforce, please contact us for inclusion in the next noticeboard.

The last quarter has seen further development of our **Education, Skills and Competence frameworks** and I want to thank all who have offered to assist in this important development. The Physiology framework is currently out for consideration, and we are planning to meet with laboratory sciences, Physical and Imaging sciences and Engineering sciences over the next couple of months. More information on how to get involved in this important piece of work can be found within the noticeboard.

Our trainee clinical scientist commissioning process was opened in **September** with a **closing date of 10th October**. This year we have increased the information required with a more robust questionnaire with the aim to gauge requirements within the system.

We successfully launched our inaugural undergraduate bursary and supported **16 HCSW** to be able to undertake additional academic programmes to support their career progression. We wish them well on their journey.

We will be launching another round of funding over the coming months to support those employed in advanced HCS roles. Please keep an eye on the funding opportunities page on our website for details and sign up to our mailing list if you haven't already to keep abreast of any opportunities.

Lastly, I want to thank all of you who have worked in collaboration with the HCS NES team and we look forward to progressing developments over the coming months

Sarah Smith

Healthcare Support Worker Career Levels 2 - 4

Healthcare Science - Development Needs Analysis Tool

DEVELOPMENT NEEDS ANALYSIS TOOL - LEVEL 2
Please review the knowledge, skills and behaviour statement and rate yourself using the RAG rating scale. Give careful thought to your assessment and how you might demonstrate proficiency of the knowledge, skills, and behaviours.



Red	I require training and development in most or all of this area
Amber	I require further training and development in some aspects of this area
Green	I am already confident in carrying out this outcome competently

Knowledge, skills, behaviours	RAG rating			Evidence to support achievement	How you will achieve this outcome
Generic	Red	Amber	Green		
2C1 - Ability to develop knowledge and skills required to deliver safe, person-centred care effectively					
2C2 - Ability to Develop knowledge of routine investigations, procedures, technical or administrative activities					
2C3 - Ability to develop knowledge of standard operating procedures and protocols					

The Development Needs Analysis Tool (DNAT) is designed to help you reflect on your current job role and identify areas where further training, education, and development could enhance or advance your skills. It utilises the knowledge, skills, and behaviour (KSB) statements from the framework, organised under the pillars of practice, to assess your level of practice.

To assist with your assessment, a RAG (Red, Amber, Green) rating scale is employed to evaluate your current knowledge and skills. You can also customise the DNAT by adding additional role or profession specific KSBs from relevant competency frameworks using the provided blank template. Upon completion of the DNAT, you will have a list of specific KSBs you wish to develop, along with evidence statements to demonstrate your competence.

It is recommended that you discuss your DNAT with your line manager to jointly agree on your learning and development needs, as well as to update your Personal Development Plan (PDP). This tool is designed to support you in your appraisal and Personal Development Plan & Review (PDPR) process, while also providing evidence of your ongoing CPD. There is an Action Planning and Priority Rating Tool at the end of the templates to enable this.

A DNAT template is available for each level 2 -4 of the framework. You can access the DNAT tool by selecting the documents below;

[Level 2 DNAT template \(Word version\)](#)

[Level 3 DNAT template \(Word version\)](#)

[Level 4 DNAT template \(Word version\)](#)

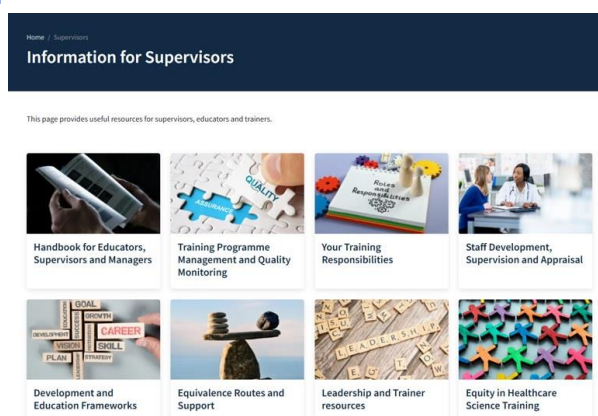
Other relevant resources and learning activities



We have a variety of resources available to help you for education, skills and competence development.

- **Reflective Template Assessment tool** at this [link](#) on our website.
- **The Turas Professional Portfolio** can be used to assist Support Workers visit <https://learn.nes.nhs.scot/39969> **Turas Professional Portfolio**
- **Four Pillars of Practice Tool kit** - 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 available at [Four Pillar of Practice Toolkit](#)

New Resource for Supervisors and Educators



We want to encourage a cultural shift away from supervision meetings and appraisals being viewed as simply a tick-box exercise and moving towards constructive conversations centred around Personal Development Plans and Reviews (PDPRs). With that in mind, we want to make sure that our supervisors, educators and managers are well supported in their roles to help facilitate these conversations.

We have recently redesigned the Information for Supervisors area on our [training website](#) which includes information about;

- **training programme management**
- **quality monitoring, your training responsibilities**
- **staff development**
- **education frameworks**
- **equivalence routes**
- **equity in Healthcare Science training.**



New Supervisors Handbook now available

Our new handbook for educators, supervisors and managers is now available from our training website within the Information for Supervisors area.

It contains a wealth of information including an overview of NES quality monitoring, how we can support you in your role, signposting to CPD resources and leadership/trainer programmes, what happens when things don't go to plan and supporting learners with specific learning needs. This document is available as a Sway resource at the [LINK](#), also available on our website at [Handbook for Educators, Supervisors and Managers | Health Ca](#)

Healthcare Science Support Worker Webinar Series



Webinar Highlights: Empowering Career Development in Healthcare Science on 25th August 2025

Our recent webinar explored practical ways to implement the **Education, Skills & Competence Framework** to support career development and workforce planning in Healthcare Science. Key highlights included:

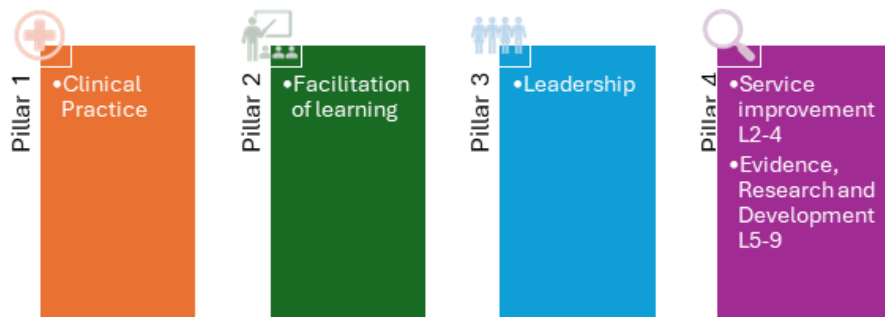
- **Using the Framework to Guide Development** Attendees learned how to apply the framework to identify individual and team development needs and opportunities.

- **Aligning Roles with Service Needs** The session highlighted how support worker roles can be mapped to service requirements and integrated into strategic workforce planning.
- **Embedding into Appraisal & Supervision** Practical strategies were shared for incorporating the framework into appraisal and supervision processes to support ongoing professional growth.
- **Tools & Resources for Career Progression** A range of tools and resources were showcased to help staff navigate career pathways and development options.
- **Real-World Success Stories** Examples of successful implementation demonstrated the framework's impact in practice across different healthcare settings.

We have a series of webinars designed specifically for support workers in healthcare science. These sessions offer practical insights, expert guidance, and valuable learning opportunities to help you grow in your role and navigate your career path with confidence.

All webinars are recorded and available on our **Healthcare Science** page **Turas Learn** at [‘Past webinars’](#) .

Healthcare Science Career Framework Levels 5- 9



The **Healthcare Science Postgraduate (Level 5–9) Education, Skills and Competence Framework** was commissioned by the **Scottish Government** in early 2025. We are being guided by Scottish Government in relation to how the distinct specialties within Healthcare Science will be professionally grouped together. The framework is utilising the five professional groupings as laid out in the redefining the Healthcare Science workforce proposal and will be updated accordingly once Scottish Government completes this work.

- **Physiological Sciences**
- **Laboratory Sciences**
- **Physical and Imaging Sciences**
- **Engineering Sciences**

- **Data Sciences**

Each grouping within the Healthcare Science Postgraduate Framework follows a consistent structure of knowledge, skills and behaviours, organised around four pillars of practice:

- **Clinical Practice**
- **Facilitation of Learning**
- **Leadership**
- **Evidence, Research and Development**

These pillars are mapped across the career framework to support career progression. Each practice level is further detailed with service-specific education, competencies and skills to reflect the scope of practice. **Framework Development Milestones**

- **Physiological Science Framework** Finalisation is expected by the end of 2025, marking a key initial milestone.
- **Laboratory Science Framework** Stakeholder engagement and distribution are planned for October 2025, with completion also anticipated by year-end.
- **Physical, Imaging and Engineering Science Framework** This will be shared with stakeholders in October 2025, followed by engagement and finalisation in early 2026.
- **Data Science Framework** Stakeholder release and engagement are scheduled for November 2025, with finalisation in early 2026.

The full framework is expected to be finalised in **early 2026**.

Upcoming Events in Healthcare Science

Digital Health and Care Leadership Programme (DLP) Cohort 28 - January 2026

Develop your leadership skills and influence the use of digital solutions!

Led by NHS Education for Scotland and funded by Scottish Government and COSLA, the DLP programme supports professionals across health and social care to develop their leadership skills and influence digital solutions within their organisation.

This programme is designed for anyone who is:

- Interested in digital health and care
- Keen to explore how technology can benefit people
- Would like to develop their leadership skills
- Are able to implement changes within their organisation

The application form and guidance can be found [here](#) where you can also find out more about the programme as well as a range of resources and projects from previous applicants.

Applications welcome from employees and teams within health, social work, social care, housing, the third sector and charity organisations in Scotland.

About the programme

- 9 x Interactive virtual learning sessions with expert speakers
- 4 x virtual peer support sessions
- 10 x hours of guided self-learning
- Access to experts in digital
- Networking opportunities
- Fully funded
- Team applications welcome

Applications for Cohort 28 close on Monday 03 November at midnight.

[Four Nations AI in Healthcare Education Conference](#)



Four Nations AI in Healthcare Education Conference

Join NHS Education for Scotland and partners on 12 November 2025 for a virtual conference exploring the responsible use of artificial intelligence in healthcare education.

This free event is open to multi-professional educators, trainers, learners, and everyone involved in the healthcare education workforce across the four nations of the UK. The conference will bring together diverse voices to share insights, challenges, and opportunities in AI-enhanced learning.

Conference themes include:

- Enhancing teaching capabilities across professions
- Curriculum and assessment transformation
- Continuous professional development for educators and trainers

- Responsible AI for quality learning
- Practical risks, challenges, and ethics

📌 **Online via Microsoft Teams Town Hall**

🕒 **From 10:00 to 16:00 on 12 November 2025**

Signup today: <https://forms.office.com/e/3m6ySPcXd0>

Follow NHS Education for Scotland (NES) for more information via [NES Facebook](#) or [NES LinkedIn](#) or visit the [NES website news page](#).

Contact: nes.learningandinnovation@nhs.scot

Healthcare Science: Spotlight Your Work! webinar



*We're inviting applications to note their interest to present at our **"Spotlight Your Work!"** webinar series this **November 2025***

What's involved:

- *Communicating science is an important skill. Whatever your stage of training and whether your project or an interesting patient case study you is an idea or a finished piece.*
 - *The "Spotlight your work!" series is an opportunity to practice explaining in a 10-minute soundbite of an idea in a safe space and gain experience, get feedback, recognition for CPD.*
 - *"Spotlight your work!" is about the art of presenting work: you believe in it, but can you enthuse others?*
-

Why get involved?

Communicating science is a vital skill, no matter your career stage. This is your chance to:

- *Share your work in a **10-minute spotlight presentation***
 - *Practice explaining complex ideas in a clear, engaging way*
 - *Receive constructive feedback from a supportive panel*
 - *Gain recognition for **CPD and portfolio development***
-

What's "Spotlight Your Work!" all about?

It's not just about what you've done, it's about how you share it. This is a safe space to build confidence and connect with peers.



How to register your interest:

Simply fill out this short [MS Form](#) to apply. Once we have a cohort, we'll be in touch to confirm the date. The webinar will run for one hour and include a mix of presentations and panel feedback.

*This is a fantastic opportunity for trainees and colleagues alike to **showcase their work, build presentation skills, and get noticed**. So go ahead—**step into the spotlight!***

Past 'Spotlight your Work' webinars are available at [Spotlight Your Work! | Turas | Learn](#)

The Scottish IBMS Education and Development Conference 2025



The Scottish IBMS Education and Development Conference 2025

Wednesday November 26th 2025

9.00-16.00

COSLA Conference Centre, Edinburgh, EH12 5BH

Free to attend

Arrival, Registration & Exhibition 9.00-9.45

Speakers to follow



The **IBMS Scotland Committee** and the **IBMS Scottish Training Forum** have teamed up for the second year in a row to host this exciting day at the **COSLA Conference Centre**, filled with insightful sessions and networking opportunities. This in-person conference held on **Wednesday 26th November 2025**, will feature keynote presentations from **Prof. Catherine Ross, Chief Scientific Officer for Scotland, Dr. Sue Jones, IBMS Executive Head of Education**, and **Dr. Sarah Pitt, IBMS President Elect**. Don't miss out on this exciting opportunity to learn and grow with fellow experts within Healthcare Sciences.

Register now to secure your spot by signing up at the eventbrite link [here](#).

[NHS Researcher Development Fellowship – applications now open](#)

The NHS Researcher Development Fellowship is an introductory fellowship aimed at NHS employees including Healthcare Scientists to explore research as part of their existing NHS role.

The fellowship can be used in a versatile way with two pathways possible: First Steps or Pre-Doctoral. The first steps route provides a realistic introduction to research through participation in a research study with mentorship and support regarding the next steps. The pre-doctoral pathway is aimed at candidates who already have some research experience and can be used to develop additional skills or to provide the time and mentorship to create a competitive PhD fellowship application.

This is also an opportunity for experienced NHS researchers to mentor and support health professionals at the start of their research journey.

The closing date for applications is **Wednesday 17th December 2025**.

For more information, guidance, and links to the application forms, please see the [CSO NHS Researcher Development Fellowship Page](#).

Other News in Healthcare Science



Latest round up of news and events from the HCPC

The latest round-up of news and events from the HCPC update are available by selecting the following [link](#)

In this edition the following HCPC updates include;

- *HCPC upcoming events and work on the next HCPC **Corporate Strategy***
 - *the publication of a **new report on retention rates** across the professionals we regulate*
 - *an update on data security and **multi-factor authentication (MFA)***
 - *an upcoming webinar series on **scope of practice and delegation***
 - *a brief update on the HCPC taking on the **future regulation of NHS managers***
 - *announcing the dates for **CPD Week 2026***
-

Quality Assurance of Training



The QA team would like to thank stakeholders for their patience as we work through some delays, particularly within Centre Accreditation. Our capacity is temporarily reduced as team members support other areas of work, but we remain focused on maintaining the standards that underpin Healthcare Science training.

We're also reviewing and streamlining a number of QA processes, alongside developing automation to help reduce delays and improve efficiency in the months ahead. In the meantime, please be assured that we remain on hand should we be required – if any urgent issues arise, don't hesitate to contact us at HCSquality@nes.scot.nhs.uk.

We look forward to sharing updates in the next issue on both our QA reviews and the automation work underway to strengthen our processes and provide a more efficient service.

NES Healthcare Science - 'A Year in Review 2024-2025'



NES Healthcare Science: A Year in Review 2024–25

This year has been packed with progress, innovation, and collaboration across healthcare science. Here are some of the highlights:

- **Workforce Development & Education** Expanded virtual learning opportunities and launched new training pathways to support early careers and upskilling.

- **Innovation & Digital Transformation** Delivered projects that integrate digital tools into practice, improving efficiency and patient outcomes.
- **Celebrating Success** National recognition for healthcare scientists through awards and case studies showcasing impact in NHS Scotland.
- **Partnerships & Collaboration** Strengthened links with education providers, professional bodies, and industry to enhance learning and research.
- **Future Focus** Commitment to sustainability, diversity, and embedding innovation in workforce planning for the coming year.

You can access the MS Sway 'A Year in Review - 2024-2025' as an embedded document below or at our website at [link](#)

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STEM Dates for your Diary



October 2025

DYW Lanarkshire and Dunbartonshire Step into STEM events in October 2025. They are looking for volunteers to attend **FREE** at any of the DYW Events Programme as an exhibitor, to sign up using the following Booking Form in the link available at <http://bit.ly/4IAclCP> and return to info@dywled.org.

November 2025

- **2025 Life & Chemical Sciences Careers Event:** This event, organized by the [Midlothian Science Zone](#), focuses on careers and learning in the life and chemical sciences. It will be held at The Pavilion, Ingliston, Edinburgh on Wednesday, November 5, 2025.
- **National Pathology Week** awareness will run from **3rd to 9th November**. Various resources available to help get involved at [Get involved in National Pathology Week 2025](#)
- **Celebrate the science of life! Physiology Week 17-21 November 2025.** Free webinars and further information available at [Physiology week 2025](#)



- **Scottish Careers Week (10-14 November)**

Mark your calendar for 10 to 14 November 2025 and start planning for #ScotCareersWeek25.

Whether you're an educator, employer, or career practitioner, you can get behind the campaign and help:

- **raise awareness of career services available to everyone across Scotland**
- **inspire people by showcasing careers in Healthcare Science**

If you are holding any local careers week events, you can log your event [here](#). This will Skills Development Scotland to promote the events on their channels also. At NES we would love to hear if you are up to anything and tag us on your social media posts **@hcsnes**.

The social media campaign will ask people to get involved by sharing a piece of advice on how to get into your industry. Please encourage your colleagues to take part and shout about the many different areas of the NHS people can work in and share some tips on how to get ahead. **Tag @mywowscotland** (Instagram, Facebook, Tiktok) or **@skillsdevscot** (X, LinkedIn) and use **#ScotCareersWeek25** so we can see and engage with your content.

Healthcare Science volunteers for Career Podcasts



My World of Work Career Stories podcast

the My World of Work team have created a new podcast that has now launched and you can catch up on Spotify [here](#). It's also available on [YouTube](#) to watch or listen on [Apple podcasts](#). They are on the lookout for guests to appear and they would like representation from the NHS on every series(!). These are recorded in Glasgow – please email the hcs@nes.scot.nhs.uk if you think you or know anyone who would be available/up for being a guest to talk about their career story.

Funding Opportunities



NES Healthcare Science are pleased to announce that we will soon be live for applications for our new bursary for Healthcare Scientists employed at Band 7 and above. This bursary will provide invaluable support to those in leadership roles enabling them to access advanced training and development opportunities that are crucial for driving innovation and excellence in patient care.

Announcements will be notified via our mail chimp email distribution channels and the '[News](#)' item on our website. Full details for application guidance criteria and the MS Form application will be made available soon on our [Current Opportunities | Health Care Science](#).

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

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

Contact the team via email at HCS@nes.scot.nhs.uk



1 - Sarah Smith – Healthcare Science Associate Director



2 - Lorna Crawford – Head of Programme QA



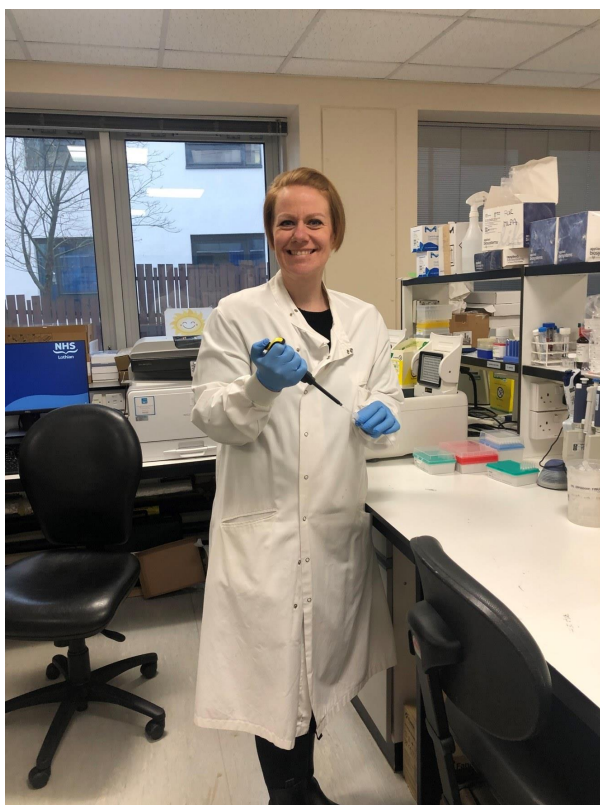
3 - Andy Dunne – Head of Programme CPD



4 - Claire Cameron – Principal Lead



5 - Bianca Brownlee – Principal Lead



6 - Jenna Jenkinson - Senior Educator

Charlie Brownlee – Management Accountant

Sarah Martin - Admin Assistant

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subscribe with [LINK](#)*

*Please email HCS@nes.scot.nhs.uk to be included or for comments on what you have read
here. Our list is used occasionally for NES Healthcare Science alerts like this HCS Notice
Board; it is not shared with third parties.*

Social media platforms :

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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