

Accelerated Institute of Biomedical Science (IBMS) Registration Training Portfolio Programme Information Leaflet

NHS Scotland Academy (NHSSA) are delighted to announce the recent approval of our new Accelerated Institute of Biomedical Science (IBMS) Registration Training Portfolio Programme, to support the preparation of biomedical science graduates from non-applied IBMS-accredited degree programmes (i.e. those without a clinical placement) to complete the IBMS Registration Training Portfolio (IBMS RTP). It is the first national (non-applied) Biomedical Scientist training programme in Scotland and has the endorsement of the IBMS.

The programme will facilitate the accelerated completion of the IBMS RTP by supporting candidates to demonstrate their knowledge, skills, and competence at the appropriate level to successfully apply to register with the HCPC as a Biomedical Scientist. NHSSA will work in partnership with the designated Training Officer/Training Manager in the candidate's own IBMS approved training laboratories to support a positive, quality-assured learning experience.

Who is the programme aimed at?

The programme is aimed at biomedical science graduates from the non-applied IBMS accredited BSc (Hons) programmes (i.e. those without a clinical placement) who are employed in an NHS Board Laboratory in Scotland as a trainee biomedical scientist and wish to complete the IBMS Registration Training Portfolio (IBMS RTP) and register as Biomedical Scientists with the Health and Care Professions Council (HCPC).

Who developed the programme?

A range of professional stakeholders from the field of biomedical science, representatives from HEIs (Higher Education Institutes), the NHSSA programme team, NHS Board clinicians, and representatives from the IBMS worked in collaboration to design and develop the programme.

How is the programme delivered?

The programme uses a hybrid and workshop-based delivery with emphasis on professional conduct and practice. This learner-centred model utilises both synchronous and asynchronous delivery and digital access to learning resources, tools, activities, and templates with a work-based learning model to support creation of pieces of evidence that demonstrate the HCPC Standards of Proficiency, required for IBMS RTP completion. This allows initial study to be accommodated around clinical laboratory commitments and to be completed flexibly, at a pace suited to the individual learner.

Delivery includes:

- Contextualised synchronous and asynchronous online learning delivered through the digital platforms; Turas, Moodle, OneFile and O365 TEAMS
- Directed independent study.
- Provision of toolkits and templates to support the development of portfolio evidence.
- Creation of evidence related to specific sections and modules of the IBMS RTP and associated laboratory practice that will be completed in the work-place laboratory, in accordance with the training plan.

Training in the laboratory to effectively demonstrate the HCPC standards of proficiency will be facilitated by the Laboratory Training Officer/Manager.

What does the programme include?

There are two sections in the IBMS RTP (Section 1: Professional Conduct and Section 2: Professional Practice), each with five modules. Table 1 below lists the outline of each section, the associated modules, and the approximate percentage to be delivered each by the NHSSA and participating laboratories. The NHSSA will support delivery approximately 60% of portfolio content overall.

Table 1

Module	Approximate NHSSA Delivery %	Key Module Content
Section 1		
Module 1: Personal Responsibility & Development	60%	1. Standards/Regulation/Legislation 2. Service Users 3. Personal accountability/conduct
Module 2: Equality, Diversity & Inclusion	67%	1. Equality & Diversity 2. Cultural Humility
Module 3: Communication	54%	1. Communication Skills 2. Additional Requirements 3. Digital Technologies
Module 4: Patient Records and Data Handling	62%	1. Information Governance 2. Confidentiality 3. Managing Risk
Module 5: Professional Relationships	70%	1. Interprofessional working/Team working 2. Leadership 3. Service User Pathways
Section 2		
Module 1: Professional Knowledge	29%	1. Disease Process 2. Management Plans 3. Principles of Lab Practice
Module 2: Health, Safety & Wellbeing	75%	1. H&S Legislation 2. H&S Principles 3. H&S in the LAB
Module 3: Quality	62%	1. Quality Assurance 2. Evaluation 3. Audit
Module 4: Performing Standard Investigations	NA	Evidence requirements to be met in laboratory setting
Module 5: Research and Development	NA	Evidence requirements to be met in HEI during completion on undergraduate degree

What are the key benefits of the programme for NHS Board Laboratories and learners?

Programme benefits include:

1. Recruitment of pre-registration biomedical science graduates (non-applied route) will be more attractive for employers as the NHSSA programme will reduce initial lab-based training whilst the new employee creates the pieces of evidence to complete their portfolio at an accelerated rate.
2. Laboratories will benefit from an increase in the number of employable candidates available.
3. Improved employability and career pathways for those eligible to complete the IBMS RTP.
4. Savings in time and resources for NHS Boards by NHSSA delivering a 'Once for Scotland' approach to replace current duplication of effort by each employer.
5. Raising standards in training by creating a standardised, collaborative space for Boards to share and develop best practice in the design of training to facilitate the completion of the IBMS RTP, leading to enhanced quality assurance.

By reducing constraints to laboratory capacity, this will reduce the training burden for NHS boards for graduate employees of the non-applied IBMS accredited BSc (Hons) Biomedical Science programmes and ensure more inclusive and equitable recruitment and career pathways.

By relieving the training challenges of non-applied graduates within laboratory services across Scotland, graduates of the non-applied IBMS accredited BSc (Hons) Biomedical Science degree programmes will become more attractive recruits and be able to achieve completion of the IBMS RTP requirements in an accelerated timeframe.

Who assesses learners and signs off portfolio evidence?

Learners' evidence will be reviewed and signed off by their Laboratory Training Officer/Manager and have their IBMS RTP independently verified by an IBMS verifier (Biomedical Scientists who have completed the relevant training course to verify the Version 5.0 registration training portfolio (hosted on Onefile). If satisfactory, the learner will be awarded the IBMS Certificate of Competence.

How long does it take to complete the programme?

Completion of NHSSA components will take 6 weeks. The aim is for remaining laboratory-based components to be initiated within the candidate's 12-week board induction period, enabling a significant reduction in current reported completion timelines for the IBMS RTP of 12-18 months.

When does the programme run?

The programme has two intakes, starting in October or February to correspond to HEI (Higher Education Institutions) biomedical science graduation timelines.

Will learners have to attend in person?

No. All sessions will be delivered online.

Will online sessions be mandatory?

Yes. Learners are expected to attend all scheduled sessions.

How often do learners attend?

Learners will attend every Tuesday and Wednesday on a work-release basis for 6 weeks duration to complete the NHSSA components.

What happens if a learner misses a session?

Learners will be expected to meet any missed evidence submission and learning by either attendance at a session in a future cohort, where there is availability and where this is supported by their employing laboratory or by completing all IBMS RTP evidence requirements within their laboratory setting.

Who is eligible for acceptance on the programme?

Candidates who are employed in an NHS Board Laboratory in Scotland as a trainee biomedical scientist who have the support of their Training Officer/Manager. It is the responsibility of the employing NHS Board to ascertain the learner's suitability for enrolment onto the programme in terms of qualifications, experience, aptitude, and suitability for training.

Note that this programme is only for graduates from IBMS accredited BSc (Hons) programmes, not those from non-accredited degree programmes who require supplementary education (top-up modules) in addition to completing the IBMS RTP.

How is an application for place made?

Application for a place on the programme will be made by the employing NHS Board on a learner's behalf. The NHSSA recruitment template form will be circulated to all NHS Boards Lab Managers/Training Officers along with programme information. Laboratory Manager/Training Officers wishing to support an employee to undertake the NHSSA programme should complete and sign the recruitment template and return via email to NHS Scotland Academy at nhsscotlandacademy@nhs.scot by the agreed deadlines. This will normally be no later than two weeks before each cohort starts.

Do NHSSA have any additional entry criteria for applicants?

No. NHSSA will not incur or assess any additional programme entry criteria out with the support of the learner's employing laboratory and submission of application to the programme on their behalf.

However; prior to admission, the learner and supporting Training Officer/Manager must:

- be familiar with the [IBMS Registration Training Portfolio](#) Version 5.0; and
- undergone training on OneFile.
- support attendance at all sessions.

Can learners who are not employed as trainee biomedical scientists in an NHS Board laboratory apply for a place?

No. Only applicants who are employed as trainee biomedical scientists in NHS Board laboratory whose employers apply on their behalf will be considered.

Where can I find out more?

You can find out more by attending one of the upcoming Accelerated Institute of Biomedical Science (IBMS) Registration Training Portfolio Programme engagement events. Dates have been included in this communication email.

Alternatively, please contact nhsscotlandacademy@nhs.scot with any questions or queries.