

NES HEALTHCARE SCIENCE

# NOTICEBOARD



## RE-INSTATEMENT OF POSTGRADUATE BURSARY FUNDING FOR 2025



We are pleased to announce the reinstatement of the NES Healthcare Science Postgraduate Bursary fund. This is a vital initiative aimed at fostering the next generation of Healthcare Scientist leaders. This bursary provides invaluable support to aspiring leaders, enabling them to access advanced training and development opportunities that are crucial for driving innovation and excellence in patient care.

By investing in our future leaders, we are committed to ensuring that the NHS remains at the forefront of healthcare delivery, equipped with the skills and knowledge necessary to navigate the complexities of modern healthcare. Details of the application criteria and process will be released end of February 2025 and available on our ['Funding' page](#).

## TRAINEE CLINICAL SCIENTIST POSTS 2025

We are excited to announce that 20 NES-funded Clinical Scientist trainee posts for service have been awarded as part of the 2025 intake. The NES Healthcare Science team is working closely with these training centres to collect the required information for financial processing and to uphold strict quality assurance throughout the training period. These new appointments will further strengthen the NHS's capacity and expertise, ensuring we meet the increasing demands of the healthcare system.



## HEALTHCARE SCIENCE SUPPORT WORKER CAREER FRAMEWORK IMPACT SURVEY

We launched our Healthcare Science Support Worker Framework for Career Levels 2–4, on 19th March 2024. The framework is a practical guide to development ideas for staff in career framework level 2, 3 and 4 roles. It is aimed at both HCSW staff, educators and hiring managers. Subsequent to the launch, we have created this impact survey to support the action plan towards Phase 4 of the wider Scottish Government commission for Healthcare Science Support Worker staff.

The survey MS Form is used to collect feedback from stakeholders and we can use the responses to help to improve services and resources offered by NES. We value your feedback and participation in completing this MS form by January 20th 2025. Complete survey [here](#)

Healthcare Science Support  
Worker Framework for Career  
Levels 2-4: Impact Survey



# HEALTHCARE SCIENCE SUPPORT WORKER CAREER FRAMEWORK

## HCS Healthcare Support Worker Career Framework - How does this help career development?

The roles of HCSWs and support workforce staff in delivering high-quality, person-centred care are diverse across Healthcare Science. Viewing these roles through the framework of four pillars of practice, instead of merely as a checklist of tasks, can reveal new opportunities for growth and potential within both individuals and teams.



## What are the 4 Pillars of Practice?



NHS Education for Scotland's 4 Pillars of Practice explains how these pillars relate to your role might be challenging, especially if you don't work in a clinical role. The Clinical Practice pillar is important for all support staff. It represents the core aspects of your job. The skills and knowledge you gain from the other pillars (Facilitation of Learning, Leadership, and Service Improvement) help build your clinical or operational skills. These pillars can help you be more effective and identify areas for improvement in your practice.

## How to start using the career framework



A simple and effective way to start using the four pillars in practice is to have a meaningful conversation about your learning and development such as; at your **Personal Development and Performance Review** meeting with your supervisor/educator/manager.

Think about what your learning and development needs as a cycle, as represented in the diagram, where you can consider an action plan to support you in different stages.

For further guidance on how to support knowledge and understanding of these 4 pillars for your role development, the toolkit guidance document with video examples is available [here](https://www.hcstraining.nhs.scot)



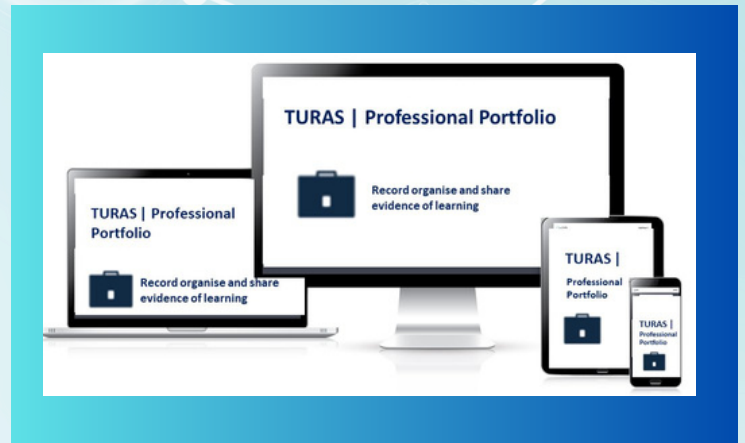
# HEALTHCARE SCIENCE SUPPORT WORKER CAREER FRAMEWORK

## How to use the Turas Portfolio for support workers learning development

### What's in it for me?

The Turas Professional Portfolio can be used to assist Support Workers to:

- record evidence of learning from experience gained in the workplace and through life experience
- support access to courses, gaining learning credits
- think about career progression



There are a variety of resources on Turas Learn about getting started to create your own personal Turas Professional Portfolio. For details about why use it, how to register and a recent webinar from HCSW talking about the benefits of using the portfolio for their career development;

visit <https://learn.nhs.scot/39969>

## HCS Healthcare Support Worker Career Framework Guidance & Resources



We are continually updating our HCS Support workers career framework information, guidance, career case studies and tools on a dedicated page at our [www.hcstraining.nhs.scot - Trainees page](http://www.hcstraining.nhs.scot - Trainees page)

You can access video recordings of all of the presentations from the HCSW Career framework webinar on [our Past Webinars page on Turas Learn.](#)

### HCS Healthcare Support Worker Career breakdown

There are breakdown examples for each of the career levels 2-4, learning outcomes with examples for development in the various pillars of practice for support workers, educators, managers on the [Recommended Learning](#) available on our dedicated website page.

## INTERACTIVE CPD RESOURCE TOOL FOR HCSWS

You can find various CPD resources for each of the four pillars of practice with learning activities that can support your personal development. Why not try these out, you can dip in and out and there is no need to complete all the activities, just choose the ones which best suit you.

Our CPD [interactive tool](#) on our website to identify appropriate resources by firstly selecting what Development Framework Level (2-4) you currently are and then what Pillar of Practice you want to develop. You should then be presented with an appropriate list of relevant courses for you to choose.

## NHS Education for Scotland / Scottish Government Healthcare Science Annual Conference 2025

This event is a collaboration between NHS Education for Scotland and Scottish Government, providing an eclectic mix of themed sessions hosted online on MS Teams on 10, 20 and 25 February and 7 March 2025. We hope this online format presents increased flexibility and accessibility, particularly for our colleagues in remote and rural locations. Regardless of identity or specialism, it is an opportunity to hear about topics of interest to our HCS community and to contribute to it. Our event is completely free and also offers trainees the opportunity to showcase their poster work. Find out more about the programme, registration and the Poster competition [here](#).



## Scottish Government Healthcare Science CSO Awards 2025

### Healthcare Science in Scotland

#### Chief Scientific Officer's Awards 2025

Nominate colleagues, using the QR code, in the following categories:

- Healthcare Scientist of the Year
- Rising Star
- Healthcare Science Support Worker of the Year
- Excellence in Workforce Collaboration
- Quality in Action
- Education in Practice
- Excellence in Clinical Leadership



Nominations are now open for any healthcare scientist working in the NHS in Scotland with encouragement to apply for more than one category. The nomination form includes application of a short submission of up to 300 words per nomination, outlining why a nominee fulfils the award criteria. Criteria for each category can be found in the images of the application form and on our ['News'](#) section of our website at or scanning the QR code below;

All nominations must be submitted by **17:00 on Friday 21 February 2025**.

## Healthcare Science: Spotlight Your Work! webinar



Thanks to our colleagues Cassie Watkins, Daniel Wood, Delia Androni and Katy Aktemel for presenting at our recent Spotlight Your Work! webinar which took place on Friday 29th November. They gave excellent presentations providing an overview of their innovative work in Maxillofacial Prosthetics, Genomics, Reproductive Science and Nuclear Medicine respectively. The session was recorded and will be available on our [Spotlight Your Work!](#) Turas Learn next year.

### Register your interest to present

Register your interest for the opportunity to present at one of our future webinars by using the following [MS Form](#) and let's turn on the spotlights!



# SHOWCASING HEALTHCARE SCIENCE

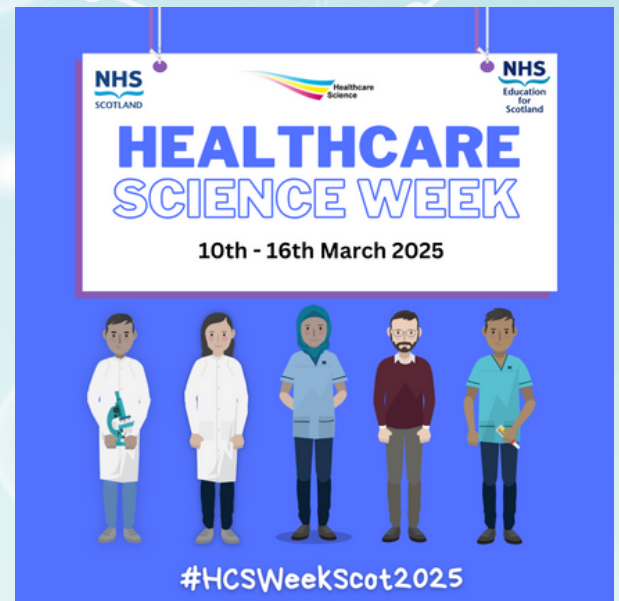
## HEALTHCARE SCIENCE WEEK 2025

Healthcare Science Week is an annual week-long programme designed to promote and celebrate the amazing work of Healthcare Science professionals. The aim is to raise awareness of the wide range of careers and roles within Healthcare Science, highlighting the difference they all make to patients' lives.

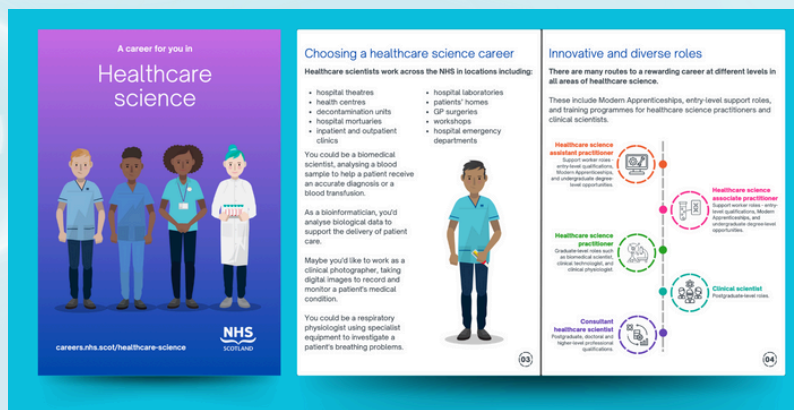
NES HCS team will be supporting a range of activities during the week. We are looking to showcase Healthcare Science careers through blog posts, career videos, podcasts, new career profiles on our NHS Careers website.

### We need your help!

We are looking for volunteers to highlight the amazing roles in Healthcare Science to improve visibility of these careers. If wish to be involved to promote your role and speciality nationally on our NHS Scotland Careers website and other National promotional campaigns, please contact the team by email at [hcs@nes.scot.nhs.uk](mailto:hcs@nes.scot.nhs.uk).



## PROMOTING HEALTHCARE SCIENCE



There are various resources to help promote Healthcare Science careers including our Healthcare Science Career guidance booklet hosted on our NHS Scotland Careers - Healthcare Science page. This is available in a colour printable PDF for sharing at any career events. Booklet available [here](#).

Visit our [‘Careers’ page](#) on our website for a host of ideas and resources to help promote Healthcare Science during Healthcare Science week or other events.

### A year in review showcasing Healthcare Science at NES

To help improve the visibility of these careers in Healthcare Science, we have our 2023-2024 activity report - Promoting Healthcare Science to highlight the ongoing work of the HCS team contributing to partnerships with NHS Scotland Careers team and various other stakeholders for recruitment and sustainability of our workforce within NHS Scotland. Report available on our website at [‘Career’ homepage](#).

# QUALITY ASSURANCE OF TRAINING

## QUALITY MONITORING OF HCS TRAINING IN SCOTLAND; SUMMARY REPORT 2023-2024

NES has maintained its commitment to delivering high-quality HCS training across Scotland through rigorous QA procedures. This comprehensive approach highlights our dedication to fostering excellence in training and development. We appreciate the collaboration of various HCS specialties, whose contributions are vital to the success of our QA initiatives. Training departments and supervisors consistently engage with NES to ensure both the fulfilment of QA requirements and the ongoing enhancement of training quality.



Please select the following links to access overview reports from 2023-24:

- [Quality Monitoring of HCS Training in Scotland \(2023-24\)](#)
- [Feedback and Annual Surveys 2023-24](#)

## FUNDING OPPORTUNITIES - IBMS DEGREE ASSESSMENT

**IBMS Degree Assessment Bursary Fee** applications are still open. We have the funding opportunity open to support existing NHS Scotland Healthcare Science support staff at career framework levels 2-4 for recognition of their learning and experience (non-accredited degree assessment) by the Institute of Biomedical Science. Further details are available on our website at our '[Funding](#)' page.



## NHSSA Accelerated Biomedical Science Registration for Cohort 2



NHS Scotland Academy (NHSSA) are delighted to invite applications for suitable trainees for our February 2025 cohort for our new Accelerated Institute of Biomedical Science (IBMS) Registration Training Portfolio Programme. Further details about the programme can be found at our '[News](#)' section

### Cohort 2

Programme Dates: **Feb 4th-Mar 12th, 2025.**

Deadline for application: **Jan 20th, 2025.**

If you would like to find out more or wish to make an application, please contact NHS Scotland Academy at [nhsscotlandacademy@nhs.scot](mailto:nhsscotlandacademy@nhs.scot)



# HCS : A YEAR IN REVIEW 2023 -24

It has been an active year in Healthcare Science and to commemorate our achievements, we are pleased to present the NES Healthcare Science 'Year in Review' for 2023-2024. This comprehensive summary is now available on our website to view which includes our 5 strands of activity;

- Commission of training posts
- Quality assurance and monitoring of training
- Supporting trainees and supervisors
- CPD and e-Learning
- Careers promotion

Full summary report available at [www.hcstraining.nhs.scot](http://www.hcstraining.nhs.scot)



## Festive Greetings & Happy New Year

We want to extend our gratitude to our Healthcare Science colleagues for their dedication, commitment and collaboration throughout the year. We hope you have the opportunity for quality time to enjoy the festivities and recharge for the year ahead. Wishing you a wonderful holiday season and a prosperous New Year.

*The NES Healthcare Science Team*



## NES Healthcare Science Core Team

Sarah Smith – Healthcare Science Associate Director  
Lorna Crawford – Head of Programme QA  
Andy Dunne – Head of Programme CPD  
Claire Cameron – Principal Lead  
Bianca Brownlee – Principal Lead  
Jenna Jenkinson - Senior Educator  
Simon Petrie – Business Support  
Charlie Brownlee – Management Accountant

## Contact us

Contact the team via email at  
[HCS@nes.scot.nhs.uk](mailto:HCS@nes.scot.nhs.uk)

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Instagram  
[@hcsnes](https://www.instagram.com/hcsnes)



### Join our mailing list

Following the GDPR implementation, we would encourage recent trainees and NHS recruits in healthcare science to join our Mail Chimp mailing list. Or subscribe with [LINK](#)

Please email [HCS@nes.scot.nhs.uk](mailto: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.