

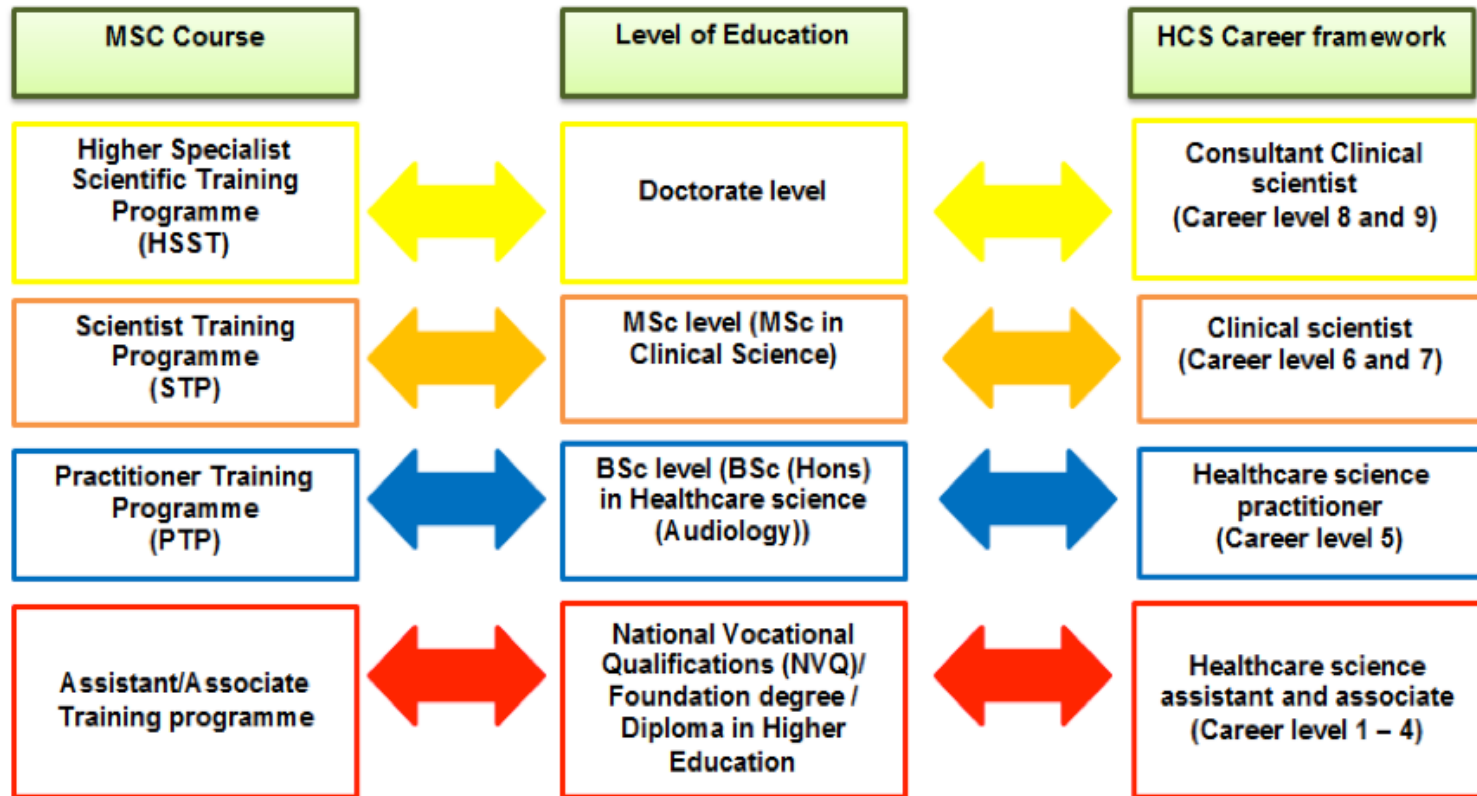
Education Update: MSC Career Framework 2 - 4

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MSC Overview

- Across Healthcare Science full career pathway in place from Apprentice to HSST (Level 1-8)
- Last part of career framework to be finalised is CF2-4: Assistant and Associate roles.
- 44 different disciplines covered by healthcare science roles
- Scope to develop ASP: Accredited Scientific Practice within Audiology – academic and competency based accredited qualifications to provide career development without moving to next career framework level.

Career Framework Levels

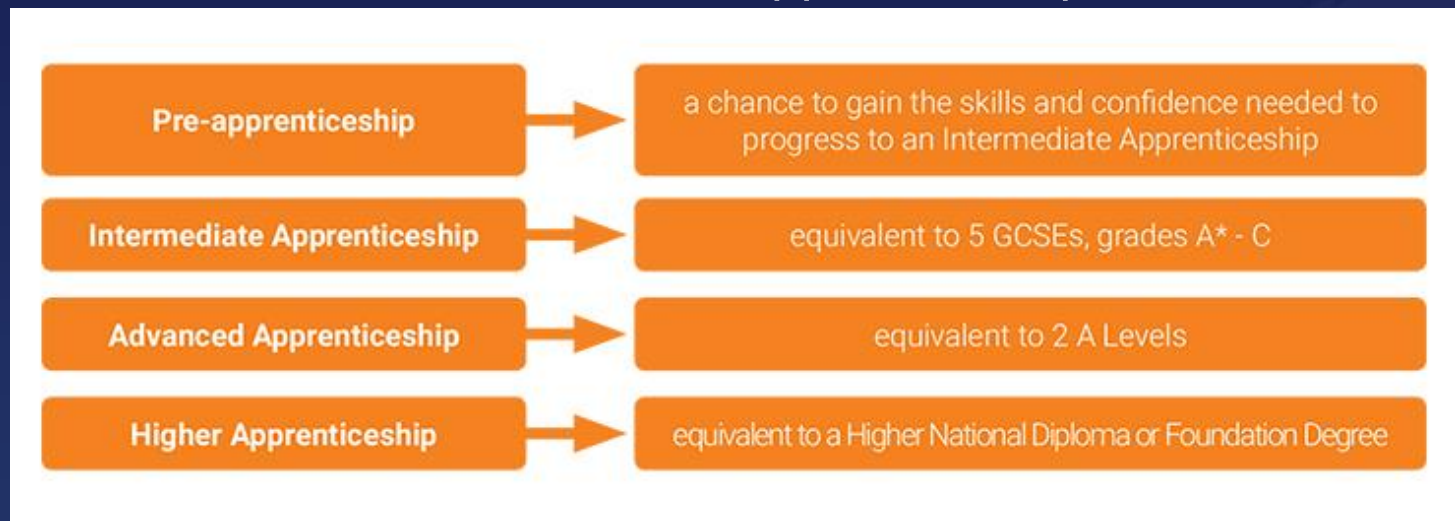


+ ASP (Accredited Scientific Practice) will run at 3 levels: associate, practitioner and Clinical Scientist.

Level 2-4 Overview

- Healthcare Science Assistant typically recruited at band 2
- Direct entry or progression from entry level apprentice role.
- Typically working towards vocational qualification via apprenticeship.
- Associates typically at band 4 qualifying with FD or diploma.
- Entry into associate roles via assistant route or direct entry

5 Levels of Apprenticeship



*Level 4 diploma / Level 5 F Degree

- Associates can move to PTP level by top up (entry into year 3 of BSc Healthcare Science) or PTP
- Entry mapped to existing qualifications, GCSE, A-Level Diploma, BTEC to provide flexibility E.g. CACHE do not set entry qualifications other than being over 16 (and need to be in a role to complete work based assessments - so intake led by employer needs).
- Foundation Degree : HEI's may set own entry requirements e.g. for minimum English/Maths levels.

Qualifications Integrated Within Apprenticeships

Technical Certificate:
Knowledge based
(regulated by Ofqual)

Qualifications and Credit Framework Diploma:
Competence based
(QA by NSHCS).

Functional Skills
Maths, English, IT

Modular Curriculum

- Framework will have mandatory and optional selection of modules to meet credit requirements.
- Will be a minimum number of mandatory modules
- Current draft includes 11 core modules
- 10 personal/cognitive skills modules
- More than 50 specialism/theme specific modules
 - See Cache website: Healthcare Assistant Curriculum. Modular content likely to be similar – shows role specifics and vast choice of module content.

<http://www.cache.org.uk>



Level 2 Apprenticeship Standard

HCSAs perform a range of low risk, routine technical and scientific procedures usually within one broad area of HCS, following specific protocols. HCSAs work using standard operating procedures, initially under direct supervision but increasingly with experience, under indirect supervision.

Activities may include: preparation of the environment for HCS procedures; production of reliable data, keeping accurate records; stock control of equipment and consumables; inputting and retrieving patient/test specific technical data within required governance processes; performing designated HCS role-specific skills following specified protocols.

Expected Duration: 12-18 months

Exit Qualification: Level 2 Diploma to qualify as HCSA

CF2-4 Current Status

- Level 2 apprenticeship standard accepted by the Dept. of Business Innovation and skills:
- <https://www.gov.uk/government/publications/apprenticeship-standard-healthcare-science-assistant>
- Other levels: draft standards have been written and awaiting approval by BIS
- Learning guides drafted, use of OLAT (online assessment tool) agreed with NSHCS.
- Now ongoing work towards implementation

How Healthcare Science Registration is Changing

Assistants and Associates

- These groups will be covered by a Register or Directory (i.e. *non-accredited registration arrangements*) by voluntary registration such as through the Academy. Precise details of the arrangements are still being developed

Healthcare Science Practitioners

- The AHCS runs a [Register](#) for Healthcare Science Practitioners not covered by statutory regulation. The register has recently been accredited by the Professional Standards Authority.

Clinical Scientists

- Individuals completing a Scientist Training Programme course, or completing STP Equivalence through the Academy are eligible to apply for Statutory Registration as Clinical Scientists.

HSST (Higher Specialist Scientist Training)

- The Academy will hold a voluntary register of those people completing HSST through training or equivalence (ASSR)

Registration 2016

- AHCS Registers open – PTP and equivalence route in addition to RCCP
- STP equivalence via AHCS allows HCPC registration.
- ASSR register open via HSST or equivalence.
- Likely to be further streamlining of registration processes.

Things to Take Away

- Ensure aware of and using correct MSC titles throughout workforce, in job descriptions and in all trust documentation relating to your service.
- Ensure staff/trainees understand CF levels do not equal AfC bands, still causes much confusion.

Current Workforce Concerns

- CSR: Approx. £1.2bn reduction in HEE budget this parliament.
- Significant reduction in STP commissions nationally.
- No HSST posts commissioned for 2016 intake.
- Concern: STP/HSST programs at risk

- **Vital** accurate WFP data is submitted in light of comprehensive spending review.

- See workforce planning Guidance:
- <https://www.hee.nhs.uk/our-work/planning-commissioning/workforce-planning>

- Know your LETB leads: available here : <http://www.nshcs.org.uk/for-training-officers/useful-information-for-training-officers>

Your Responsibilities

- The Health and Social Care Act places a duty on *all* service providers (including NHS Trusts, primary care, local authorities, and providers from the independent and third sector) to support the collective planning of future workforce supply. This means that they need to:
 - share information on their current workforce and trends,
 - share annual plans with their local LETB,
 - ensure that LETBs are able to have a full understanding of the current key areas of under or over supply.

Be aware:

- ‘Hitherto HEE required that Medical and Nursing Directors sign off provider forecasts and workforce plans, in line with the agreed process for signing off Cost Improvement Plans (CIPs). This year HEE expects further that in NHS Trusts the healthcare science leads sign off the provider forecasts and workforce plans for scientists.’

Crystal ball anyone?
Education and Health
Joined up working for
Audiology

Watch this space