

Clinical Scientist pre-registrants

Final Stage Trainees

Joining the Covid-19 HCPC Temporary Register and employment in NHS Scotland

This guidance has been endorsed for use in Scotland by the Healthcare Science Officer and the Scottish Terms and Conditions Committee.

Contents

1	Overview	1
2	Education provider.....	1
3	Assurance	1
4	Scope.....	2
5	Training programme recognition and registration process.....	2
6	Employment and extension of role	3
7.	Terms and conditions.....	3
8.	Process.....	4
9.	Health and well-being.....	5
10.	FAQs trainees may ask	6
11.	Glossary, List of Acronyms and Further Information.....	7

1 Overview

This guide relates to the process for admitting final stage clinical scientist trainees on the Health and Care Professions Council (HCPC) Temporary Register in response to the Covid-19 pandemic.

Information relating to the HCPC's Temporary Register is detailed at <https://www.hcpc-uk.org/covid-19/advice/advice-for-students/>. The register targets "Final year students, on UK approved programmes, who have completed all their clinical practice placements". The allied state for NHS Scotland's postgraduate clinical scientist trainees are those at "**final stage**".

Final stage Clinical Scientist trainees are those in training schemes recognised by NHS Education for Scotland (NES) and monitored according to well-established assurance processes. All eligible trainees are known to NES and have a national training number.

Two broad training pathways are in force. The process involved, including any actions required, for each pathway are outlined in this document.

2 Education provider

The HCPC relies on an "education provider" to authorise completion for temporary Clinical Scientist registration. For the purpose of temporary registration, the principal "education provider" is the Academy for Healthcare Science (AHCS).

The AHCS operates a robust monitoring regime for quality assurance purposes, which encompasses:

- all trainees exiting the UK Scientist Training Programme (STP), administered by the National School of Healthcare Science (NSHCS); and
- a number of trainees via "equivalence" on aligned schemes. Other "education providers" are the Association of Clinical Scientists and the Institute of Biomedical Science that also offer "equivalence"-type recognition of training.

3 Assurance

In Scotland, NES quality monitors Scottish training. Specifically, NES has an established three-way Memorandum of Understanding in place with The Academy (AHCS) and The School (NSHCS), to share information about trainees for progression monitoring and training assurance purposes.

Routes to completion are varied, but the core principle is that for Scottish STP-trainees and all other Scottish trainees who are not on STP pathways then, via NES, AHCS will issue completion authorisation (including those intent on ACS or IBMS pathways) for **Temporary Register** admission.

- For STP pathway trainees this will be **AHCS Certificate of Attainment**
- For other pathways this will be **AHCS Certificate of Equivalence**

4 Scope

- Final stage STP refers to year 3 trainees that have completed 50% or more of their work-based assessments on the One File portfolio
- Final stage other “equivalence” refers to the last 6 months of training, completion of NES training plan and 2 cycles of Annual Review of Competency Progression monitoring.

Ordinarily, equivalence trainees do not need to declare their preferred “education provider” until initiating submission of their training portfolios ahead of the exit viva. “Equivalence” trainees cover AHCS, ACS Routes 1 & 2 and IBMS equivalence. For the purpose of temporary registration, AHCS is the education provider for NHS Scotland Clinical Scientist trainees.

Out of scope of this guidance are individuals who are independently considering an application to one of the education providers by equivalence for recognition of clinical scientist training. This is because these individuals are not tracked by NES, and therefore no assurance can be given about the state of their training.

5 Training programme recognition and registration process

STP final stage CS trainees will receive direct notification by the NSHCS to the AHCS with a **Certificate of Attainment** to join the HCPC Temporary Register.

Other final stage trainees will be identified by NES and notified to AHCS.

NES apply a system of quality assurance, which comprises:

- training centre recognition;
- Training Plan submission;
- Annual Review of Competency Progression;
- Supervisory endorsement of limitations of practice.

Eligible trainees’ details are shared with the AHCS. The AHCS will then issue **Certificates of Equivalence** and advise HCPC of a “pass list”.

There is no obligation for eligible trainees to join the Temporary Register. Not doing so will not prejudice any training outcomes.

6 Employment and extension of role

Trainees that decide to join the Temporary Register and work in clinical practice will work with their employing Health Board to identify and arrange suitable duties, commensurate with a newly qualified clinical scientist.

Funding of trainees is either as a supernumerary training grade or as a pre-registrant employed by a Board. Both are known, embedded in service to the Boards and **should not** require specific “on-boarding” arrangements or applications through the Covid-19 Accelerated Recruitment Portal: they are already NHS employees.

Local redeployment is a matter for the Boards.

For NES funded trainees, salary support is via an SLA between the Board and NES. It is anticipated that where trainees redeploy or “step up” due to temporary registration, then Boards will meet additional costs whilst trainees are employed in Covid-19 service delivery roles.

For trainees in establishment posts, the step up to Temporary Register duties may disrupt training. Employers should be willing to address training timescales once normal working is restored. Any extensions to training contract will be decided on a case-by-case basis.

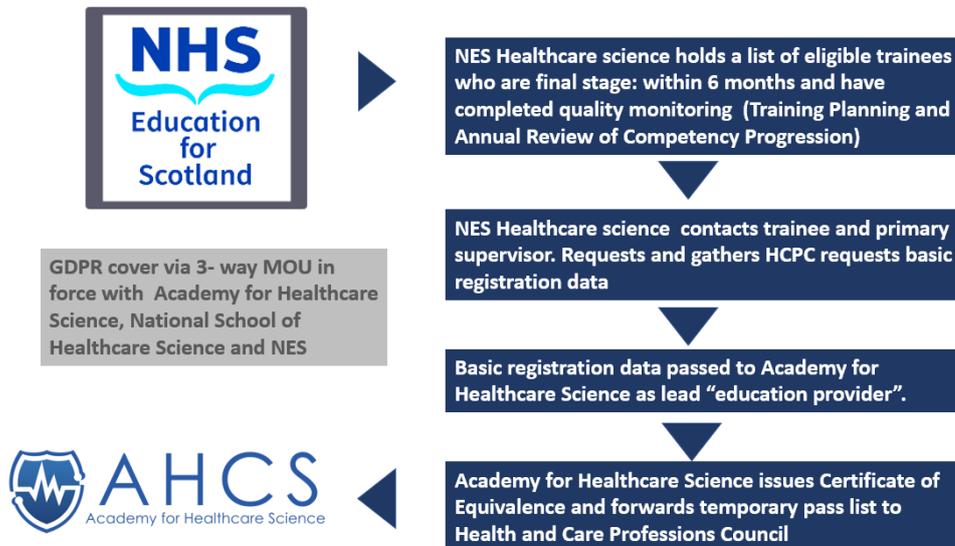
7. Terms and conditions

Registered postgraduate clinical scientists generally commence employment at Agenda for Change Band 7. Pre-registrant postgraduate clinical scientist trainees are recruited in to training roles at AfC Band 6.

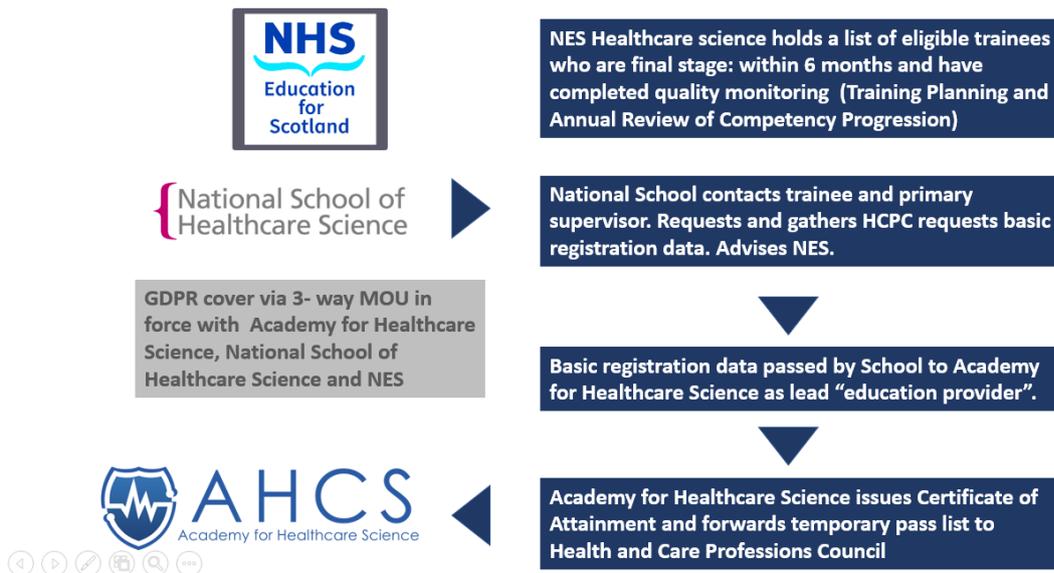
All newly qualified clinical scientists can expect supervision from mentors and peers as they develop their practise. Trainees who have transitioned onto the Temporary Register should be in monitored roles and only operate within their defined scope of practice.

8. Process

AHCS / IBMS Equivalence Route and ACS Route 1& 2 Clinical Scientist Trainees Covid-19 Temporary Register



STP Clinical Scientist Trainees monitored by HEE National School for Healthcare Science Covid-19 Temporary Register



9. Health and well-being

Specific support for healthcare staff can be found on the NES website at:

<https://learn.nes.nhs.scot/28063/coronavirus-covid-19/psychosocial-support-and-wellbeing>.

Employers have a duty of care to protect employees' health and safety, and to provide a safe environment to work in. NHS organisations must be proactive in protecting employees and supporting them to feel safe and secure in their employment. It is critical that employers support staff by listening to concerns, responding appropriately and reinforcing the need to follow the latest NHS Scotland guidance. Employers have the same duty of care to their staff during a pandemic as in other circumstances and should take steps to safeguard the health and safety of their staff.

National, local and professional guidance and principles on infection prevention and control should be applied and reflected in local plans. Induction for Clinical Scientists joining the Temporary Register should be reviewed to ensure that any additional local rules and procedures, not ordinarily applicable to a trainee, are applied.

NHS organisations consult with their health and safety leads, public health colleagues and occupational health colleagues and staff unions to develop local plans to support the workforce. Trade union safety representatives should also be involved in order to fulfil the statutory duty to consult on matters relating to the health and safety of the members they represent.

Clinical scientists on the Temporary Register should:

- Have regular breaks to reduce the onset of fatigue and associated risks - additional arrangements may need to be considered by organisations where staff are working longer shifts and/or additional hours - this could involve the repurposing of offices into rest spaces.
- Know where to go to access local support e.g. Occupational Health contacts, employee assistance provider (EAP) information and psychological support - provisions for accessing counselling or other provisions.
- Have an effective safety induction into new areas where they are being deployed, ensuring they are familiar with emergency procedures, reporting procedures and any equipment they may be asked to use; and
- Be supported to raise concerns and seek reassurance/explore and agree solutions with line manager where required.

10. FAQs trainees may ask

What will happen to my training?

Depending on the training pathway and the stage the trainee is at, e.g. whether you the trainee would have sat an OSFA or about to submit a portfolio ahead of an exit viva, adjustment will be made to enable some form of final assessment. Trainees may require extensions to training; likewise, redeployment into qualified roles may facilitate development opportunities that would offset any delay to the normal training programme. We will not be able to fully gauge the impact of this initiative immediately.

Where will I work?

Most likely, Temporary Register clinical scientists will continue with their existing NHS Board fulfilling similar duties.

What difference will Temporary Registration make?

Regardless of specialty, the key benefit of Temporary Registration will lie in the ability to authorise and/or report - subject to appropriate oversight.

What will I be paid?

Pre-registration clinical scientists are paid at AfC band 6. Registered clinical scientists are generally paid at AfC band 7 where their duties as a registrant reflect independent practice.

If I decline to join the Temporary Register, or cannot at this time, what will happen?

You will not be disadvantaged in any way. Depending on local circumstances you may still be redeployed to meet service needs, but you will not be expected to undertake the duties of a qualified registrant.

11. Glossary, List of Acronyms and Further Information

Glossary

Temporary Register	HCPC's Covid-19 register for final year students
Certificate of Attainment	AHCS STP completion certificate
Certificate of Equivalence	AHCS equivalence completion certificate

Acronyms

AHCS	Academy for Healthcare Science
ACS	Association of Clinical Scientists
IBMS	Institute of Biomedical Science
NSHCS	National School of Healthcare Science
HCPC	Health and Care Professions Council
NES	NHS Education for Scotland – Healthcare Science
OSFA	Objective Structured Final Assessment (STP only)

Links to additional information

<https://nshcs.hee.nhs.uk/coronavirus-covid-19-information/>

<https://www.hcpc-uk.org/covid-19/advice/advice-for-students/>

<https://learn.nes.nhs.scot/28063/coronavirus-covid-19/psychosocial-support-and-wellbeing.>