

Roles and responsibilities of a Higher Specialist Scientist trainee and their employer

The trainee

The trainee is an individual registered with the Health and Care Professions Council as a clinical scientist. They participate in an approved programme of postgraduate education and study, leading to eligibility for registration on the Academy for Healthcare Science Higher Specialist Scientist Register.

As the trainee you will develop the following knowledge, skills and attitudes during the programme

- an understanding of current practice and delivery of basic clinical services in your discipline
- an ability to plan and carry out research
- strong problem-solving skills
- an analytical and investigative approach
- excellent oral and written communication skills
- the advanced IT skills needed for modern clinical practice
- meticulous attention to detail and the ability to concentrate for long periods
- an ability to work effectively as part of a team
- a self-motivated and confident approach, to gain the most from training opportunities and placements in busy hospital departments
- a willingness to keep up to date with the latest scientific and medical research in the specialty

Routine duties as a HSST trainee

Your duties will depend on your specific role within a department and be reflected in your job description, but will probably include

- provision of routine clinical and/or diagnostic services
- interpretation of test results and suggesting treatments

- researching, developing and testing new methods of diagnosis and/or treatment that improve the patient's pathway and their wellbeing
- advising on the purchase and appropriate use of commercial products and equipment

Primary responsibilities

- Your job plan should meet the needs of the department in service provision and you should expect to have assigned roles with routine clinical responsibilities.
- Your objectives will be set to facilitate your personal development, with time set aside for training.
- You will participate in ethical, safe, high quality, competent, cost effective and compassionate patient-centred care under supervision, commensurate with your demonstrated competence, level of advancement and responsibilities.
- You will agree to meet the educational goals of your training programme.
- You will develop skills to be an effective lifelong learner, developing a personal program of self-study and professional growth with guidance from your local supervisor and others.
- You will demonstrate competency in patient-focused care, scientific knowledge, and practice-based learning and improvement, interpersonal and communication skills, professionalism, and systems-based practice.
- You will participate fully in the educational and scholarly activities of the HSST programme and any additional required institutional orientation and self-instructional curriculum.
- You will assume responsibility for teaching, supervising and mentoring other graduate trainees and students, as your skills and competencies progress.
- You will be diligent in your clinical practice ensuring that you follow local and national guidance and policies.
- You will comply with your contract of employment regarding the educational programme, departmental and hospital policies and requirements.
- You will participate in institutional, departmental, and training programme activities involving performance improvement and other aspects of development.
- You will maintain your registration with the Health and Care Professions Council.
- You will recognise the need for protection of human subjects when conducting research, by complying with all relevant policies, procedures, and educational requirements.
- You will comply with the professional expectations of a HSST trainee (observing the Health and Care Professions Council's code of professional conduct).
- You will participate in personal progress monitoring and evaluation.

- You will cooperate with the National School of Healthcare Science (NSHCS) to enhance the educational experience.
- You will use OneFile, the online e-portfolio, to submit evidence to demonstrate your increasing competence and progression through the course of the programme.
- You will engage with all our formal evaluation processes, culminating in a final assessment to confirm that you meet the Academy for Healthcare Science Higher Specialist Scientist Standards.

Employer responsibilities

Each participating employer/training site must

- Commit to excellence, innovation, and leadership in meeting the health care needs of the people served through the improvement of community health and by fostering the best education and biomedical research.
- Provide the most advanced and comprehensive education possible, preparing HSST trainees for a lifetime of learning and for careers as leaders, clinicians, teachers, and researchers.
- Apply to the School for accreditation as a training provider.
- Maintain a community of mutual respect and professionalism.
- Ensure that approved training posts deliver the curriculum content and assessment requirements set out in the approved curriculum.
- Offer sufficient practical experience to achieve and maintain the clinical competences required by the curriculum.
- Offer an educational induction to make sure the trainee understands the curriculum and how their post fits within the training programme requirements.
- Provide opportunities and support for the trainee to develop their clinical and practical skills and generic professional capabilities.
- Offer opportunities to work and learn with other members of the team, to support inter-professional multidisciplinary working.
- Conduct regular, useful meetings with their trainees and clinical and educational supervisors.
- Ensure any placements are long enough to allow trainees to become members of a multidisciplinary team, and to allow team members to make reliable judgements about their abilities, performance and progress.
- Ensure a balance between trainees providing service and accessing educational and training opportunities and ensure that staffing is such that a trainee is not routinely required to perform tasks that are the primary responsibility of other members of the healthcare team.

- Undertake that the service provided by a trainee will focus on patient needs, and that the work undertaken supports learning opportunities wherever possible.
- Undertake that education and training will not be compromised by the demands of regularly carrying out routine tasks, or out-of-hours cover that do not support learning and have little educational or training value.
- Design assessments mapped to the requirements of the curriculum and appropriately sequenced, to match the trainee's progression through the programme to meet the Academy's standards of proficiency for higher specialist scientists.
- Provide supervision and monitor the trainee's educational experience through regular training planning reviews with the trainee.
- Ensure that evidence submitted through the e-portfolio (OneFile) is assessed by someone with appropriate expertise, in a timely manner.
- Monitor the well-being of the HSST trainee.