

National School of Healthcare Science  
**Trainee Representative Group Meeting**  
**17<sup>th</sup> July 2020**  
**Virtual – Microsoft Teams**

**Chair:** Berne Ferry (BF)

**Attending:** Arantxa Banares (AB), Drew Davie (DD), Evangeline Walker (EW), Ffion Lewis (FL), Hannah Green (HG), James O’Sullivan (JO’S), Jessica Adams (JA), Joel Young (JY), Kerry Bean (KB), Mariam Nasir (MN), Lee Moorehead (LM), Nathan Spectre (NS), Oliver Berry (OB), Rosy Crawford (RC), Victoria Steventon-Jones (VSJ)

**Apologies:** Jasmine Brown (JB)

**School Reps:** Louise Ayers (LA), Jane Lynch (JL), Lisa Ayers (LiA), Owen Driskell (OD), Katie Foster (KF), Namir Al Hasso (NAH), Elizabeth Plumb (EP)

**Minutes:** Lisa Murphy (LiM)

**FOR MEMBERS USE ONLY**

DISCUSSION ITEM	PROGRESS
<p><b>1. Welcome &amp; Apologies</b></p>	
<p>BF welcomed the attendees of this meeting. All attendees introduced themselves.</p>	
<p><b>2. Minutes and actions from the last meeting</b></p>	
<p>The actions from the previous meeting were reviewed.  Terms of Reference of this group to be reviewed.</p>	

DISCUSSION ITEM	PROGRESS
<p><u>ADDRESSING COVID</u>            BF spoke about how brilliant the Healthcare Science community have been, also the profile has been raised by the work of all our trainees as well as the rest of the scientific community – some points regarding COVID.</p> <ul style="list-style-type: none"> <li>• Going forward, because of what’s happened, the diagnostic recovery is going to be very important, lots of focus on this recovery due to the backlog. The NHS understand what an important role the scientific services will play in this recovery.</li> <li>• COVID happened to everyone and not just us, all training has been interrupted/changed and drastically altered. COVID should be looked at as an opportunity, an opportunity to develop resilience, change has to be in the DNA of every single scientist. We have to use COVID in a positive way.</li> <li>• We are considering changing the name of the School to a Deanery, we are the hub of the community of scientists, we make sure the training has a good structure and also quality assure the training, everything we do is in collaboration, we advocate for scientists. The role of trainee reps that are part of the TRG is a very important role and a big responsibility, it’s a collaborative process and you are part of the School. We are looking to the reps to bring high level issues that affect our policy and strategy, it should be solution focused, what the TRG is not a place for are grumbles, there are other and more pertinent places to bring any issues, as a TRG member you are representing your scientific colleagues and to make a big difference to the scientific community, we want the trainees to be involved in high level problems that cannot be solved through other channels.</li> <li>• COVID is the time to restart the new TRG which will be at a much higher level than it has been previously – the Terms of Reference will be reviewed at the next meeting in September. The School want to really support the TRG because we know how important this group is as part of the community and the school.</li> </ul>	
<p><b>3. Reports From Networks</b></p>	
<ul style="list-style-type: none"> <li>• East of England Trainee Network            Feedback was that some trainees have found working and training difficult due to COVID, some trainees have found it difficult to balance their work and training due to redeployment, many have had positive experiences and others more negative experience. Also some trainees have had problems with rotations and wanted to know could they be made more flexible. The school pointed out that many of the issues and questions raised had been addressed on the website and during the webinars. BF suggested that everyone needs to go back and review</li> </ul>	

**DISCUSSION ITEM****PROGRESS**

the website, the school have communicated lots of information and ideas regarding many of the issues raised in the feedback. TRG members should encourage trainees to check out the information that is on the school website. Lots of information about the IACC is now published on the school website. It was discussed at length that the IAAC is a much researched, and highly regarded high stakes examination albeit one that the scientists have not experienced. It was pointed out to the TRG that bringing a comment from a trainee that the “ IACC was not appropriate” with no background explanation or evidence will not be accepted at a high level meeting such as the TRG. BF reminded the group that change is constant and that all change takes time. Also that COVID was and still is an extraordinary situation. On a positive side the webinars and emails have been extremely useful.

- East Midlands Healthcare Science Trainee Network – No rep present
- Kent, Surrey and Sussex Trainee Network – No rep present
- London Healthcare Science Trainee Network – Some events have been cancelled, some trainees worrying about completing on time and also worry about rotations. The school are trying to give out information to TOs, trying to find out where we are now, more advice will be given once we know what the information is required. More advice and answers will be given when we are further along. Any specific queries should be sent to the School, as reps we would like you to highlight major concerns within trusts.
- Sub London Network (Surrey, Hampshire and West Sussex) – Mental health issues that have been impacted on trainees during this period, also lack of certain specialism roles especially around the undefined medical physics. JL requested that any queries regarding any particular specialisms then please email her and she will then gather these enquiries with a view to trying to help find solutions, maybe some specialism webinars. 3rd year trainees worried about gaps in their training thus worrying about job prospects.

BF reminded the group that due to COVID things will not be the same as in previous years. The IACC is a highly respected means of assessment, it was discussed with all the professional bodies and all relevant stakeholders GMC amongst others, the IACC will allow trainees to reflect on what has happened, the School has done as much as we can and given as much guidance as we possibly can. The School appreciate there is a lot of

**DISCUSSION ITEM****PROGRESS**

uncertainty during this time, COVID has changed everything for everybody. The School does not make decisions in isolation, the IACC had to go through a governance process, we will also evaluate and review the process. We will also be offering a step process even after COVID.

Although it may seem like a good idea, it is better for trainees that MRP will not be pushed back as this is a more of a support mechanism, it will help us to distinguish what support can be put in place for those that require support due to COVID and by having it at the same time will allow us enough time to do this.

With regard to mental health issues that was mentioned earlier we do have a resource on the school website where there is a very good link to the NHS service, this came out very early on at the start of COVID:

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

- North East Science Trainee Network

OSFAs got cancelled, similar issues as mentioned above. Lots of trainees had positive feedback regarding IACC. Concerns about electives being cancelled. Some issues with MSc and some R&D departments not being open or not respondent. The School have contacted the HRA and have put it on the school website, it was very difficult for us to get them to change. We may have to accept that we just don't get this in our STP programme due to the COVID situation. We have written a letter to all Medical Directors, HR Directors, Research & Development Leads and Lead Healthcare Scientists research and innovation projects, please utilise this letter should you need to. Electives are not compulsory for the current 3<sup>rd</sup> year trainees, however going forward we will be looking into whether this should continue to be mandatory. There were lots of discussions regarding the elective, task and finish group to be set up to discuss this issue.

- North West Trainee Network

Lots of feedback regarding COVID response, lots covered previously in meeting. Could we have webinars with clinical leads? Liverpool and Manchester genetics department did virtual training to get trainees through their rotations.

- Oxford and Thames Valley trainee network

Had a COVID blog competition.

DISCUSSION ITEM	PROGRESS
<ul style="list-style-type: none"> <li>• South West Trainee Network All been keeping in touch with trainees and sharing information and updates from the School.</li> <li>• Wales Healthcare Science Trainee Network As a network they are trying to connect new trainees and support them, trying to recruit some specialism reps. Feedback from our microbiology colleagues that they contributed really positively to the pandemic and they have felt really part of a team throughout. The School Induction package is in the planning, this will be virtual online package, will be broken down into a series of webinars and will take place over different days. There will hopefully be an online forum that allows trainees to connect from all across the country. There will be other resources including podcasts, also there will be some bitesize HSST train the trainer which is useful for trainees to listen to.</li> <li>• Wessex Trainee Network – Nothing to report</li> <li>• West Midlands Trainee Network – Nothing else to add as addressed earlier in the meeting.</li> <li>• Yorkshire and Humber Trainee Network – Microsoft teams is working well, other matters addressed earlier. JL talked about the chance to give a talk and a presentation to the School regarding your role as a HCS trainee, it's a good way to tick off some of your competencies and helps everyone in the School understand your role, the School are always looking for volunteers, please get in touch with the School if this is something you are interested in doing. There are also virtual careers fairs that trainees can represent the School, comms regarding this will be sent out shortly.</li> </ul>	
<p><b>4. Suggestions from trainees on how to address these issues</b></p>	
<p>These matters were addressed earlier.</p>	
<p><b>5. Suggestions from trainees on how we can work with the networks to support their activities and advise on issues relating to the training</b></p>	

DISCUSSION ITEM	PROGRESS
<p>These matters were addressed earlier.</p>	
<p><b>6. Sharing of good practice during the pandemic</b></p>	
<p>Ideas of good practice will be taken back and put on the School website, please contact Katie if you have any more that you wish to share.</p>	
<p><b>7. Issues raised to NSHCS</b></p>	
<p><u>Open letter: We are asking all regional trainee networks to create a BAME position. We would like to invite the new BAME regional representatives to a BAME TRG meeting with the NSHCS.</u></p> <p>Concerns that there will be difficulty in recruiting to this, but it's felt that the option should still be there. It was suggested that at the first meeting early on in the School year is the best time to recruit new members. It was suggested collaborating collectively to instead of have a welcoming webinar rather to have 10 minutes each to promote the networks in one of the virtual webinars that the School are putting together? The School would like to explore us hosting with you a regional network meeting. Combining them seemed a good idea. KF and JD will figure a way how to work this into the Induction package.</p> <p>Open letter that was sent to the School, the School are very open and transparent about this matter and want to discuss and address this issue. We were really pleased that we received the letter, we have taken the letter and matched the names to those on our trainee database, we will write to those trainees on the address the items on the</p>	

DISCUSSION ITEM	PROGRESS
<p>letter, this will be available to see our response to the issues raised, this will go out in the memo and will be available to see on the website.</p> <p>It was mentioned by one of the reps that when recruiting to this role they will be asking for this to an equality role rather than a BAME role, it was agreed that this would be acceptable.</p> <p>The School will ensure somebody from the School will be employed to look at this issue.</p> <p><u>Academic issues:</u></p> <p>'No Disadvantage Policy – only an issue at Manchester, this was mentioned in one of the webinars, Carol Ainley was going to take this back but needed some more information so in order for this to be addressed we would need more information, could this please be sent to the school inbox <a href="mailto:NSHCS@hee.nhs.uk">NSHCS@hee.nhs.uk</a></p>	
<b>8. AOB</b>	
Recruitment for 2020 has been a success despite all the hurdles that COVID brought with it.	
Date and time of next meeting: September 2020	

## ACTION

ACTION LOG					
Agenda Item & Meeting Date*	Action	Progress / Further Actions	Lead	Due	Status
<u>16/09/2019 – Item 4</u>	Training budget document that can be used to log information about training budgets to be shared with the members	This should have been the example of best practice that should have been distributed, the school will chase this action with Cara	LiM	ASAP	Open
<u>17/02/2020 – Item 7</u>	BF to have a written document on discussions that have taken place with the school and local commissioners on the trainee budget	Information regarding training budgets will be distributed with minutes and added to school website.	BF	By next meeting	Closed
<u>17/07/2020</u>	<p>The School are to set up webinars for the each of the specialisms</p> <p>The letter that was sent to all the trusts regarding research projects to be signposted to the group and also the open letter regarding BAME.</p> <p>Task and finish group to be set up to discuss the future of the Elective, to</p>	<p>These were emailed to the group after the meeting</p>	<p>KF/JD</p> <p>KF</p> <p>LiM</p>	<p>ASAP</p> <p>ASAP</p> <p>ASAP</p>	<p>Open</p> <p>Closed</p> <p>Open</p>



### ACTION LOG

Agenda Item & Meeting Date*	Action	Progress / Further Actions	Lead	Due	Status
	include TOs and also include someone from the academy, to include LM/AB/RC/JY/VSJ/OB/MN  School to sort out hosting regional networks		KF/JD	ASAP	Open

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