

# Training Responsibilities



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# Objectives

1. Understanding of employer responsibilities
2. Understanding of workplace supervisor responsibilities
3. Understanding trainee responsibilities
4. Understanding of the role of the NSHCS

# Employer Responsibilities



Engaging with commissioners to establish the post



Obtain **HSST Training Accreditation** for the department



Delivery of the specialty curriculum and professional standards



Practical experience - to allow development and maintenance of scientific, clinical and professional requirements



Opportunities for inter-professional multidisciplinary working

# Employer Responsibilities

- ❑ Ensure balance between service and education/training
- ❑ Facilitate regular meetings with clinical and educational supervisors
- ❑ Ensure supervisors have time allocated to supervise
- ❑ Inform NSHCS and MAHSE if any changes to training e.g. statutory leave, change in supervision, structural changes to departments

# Workplace Supervisor



Consultant grade or equivalent



Enthusiasm for training and developing scientists



An understanding HSST and its demands



Good communication skills, approachability and interpersonal skills



Understanding of equal opportunities



Time and resource allocated to deliver on these responsibilities

# Workplace Supervisor Responsibilities

- ❑ Works with HSST to produce and review Training Plan
- ❑ Participates in Annual Review of Progression (ARP)
- ❑ Ensures progression (clinical, scientific, educational)
- ❑ Pastoral care, career guidance
- ❑ May supervise the research / innovation project in the workplace, or may delegate

# Workplace Supervisor Research Responsibilities



Ensuring project is beneficial and understood by the workplace



Time set aside to perform research



Facilitating links with other researchers



Overview of technical and scientific nature of the project



Sell benefits of the research

# Trainee Responsibilities

- ❑ Works with Supervisor to produce & review a training plan
- ❑ Seeks out opportunities to expand role and meet workplace assessment
- ❑ Participates in Annual Review of Progression (ARP)
- ❑ Informs the NSHCS and MAHSE of any changes to circumstances





# Trainee Responsibilities

- ❑ Completes other aspects e.g. FRCPPath, CEng quals; IAPS
- ❑ Attends courses & workshops
- ❑ Completes academic requirements & assessments
- ❑ Completes workplace based assessments throughout the full 5 years
- ❑ Engages with all aspects of training



# Role of NSHCS

Recruitment of HSSTs to the programme

Accreditation of workplace departments and universities

Digital support - Portfolio

Annual Review of Progression

Trainee Support

Final Assessment for Physiological, Physical and Bioinformatics - IAPS

# Regional & Specialty HSST Networks



Trainees – opportunity to network and share experiences



Trainers – opportunity to network and share best practice



Finding the right level of evidence for Standards of Proficiency



Collaborations with other HSSTs