

Programme Support: September 2021 – August 2022



Louise Ayers,
Head of Programme Support



Business and events

Queries and advice

- Operational queries
- Programme/policy/HR queries
- Report requests
- Careers Advice
- Anything and everything!



Multiple meeting management – internal/external

Financial management

- Expenses
- Contracts
- Purchase Orders

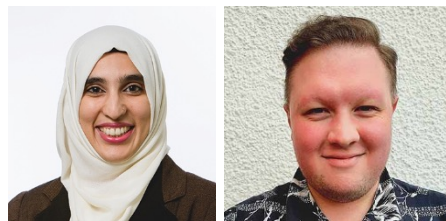


Reviews of progression

Mid-Term Review of Progression (MRP) STP Jan – June 2022

Outcome	Total	Percentage
1 – Satisfactory	84	22
2 – Minor concerns	72	19
3 – Major concerns	5	1
7a – Covid impact – minor concerns	172	45
7b – Covid impact – major concerns	42	11
Other	6	2

**19% non
compliant**



55 Support
Meetings

15 Support
Calls



Annual Review of Progression (ARP)

HSST October 2021 – March 2022

Outcome	Total	Percentage
1 – Satisfactory	73	34
2 – Minor concerns	38	17
3 – Major concerns	5	2
7a – Covid impact – minor concerns	88	40
7b – Covid impact – major concerns	13	6
Other	1	1

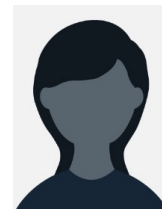
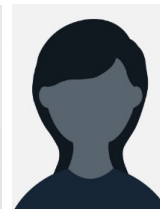
15% non
compliant

18 Support
Meetings

11 Support
Calls



Assessment



STP – IACC

- 3 events
- 425 trainees
- 508 assessors
- 18 service users
- 36 invigilators
- 18 observers
- 7 reasonable adjustments
- 14 mitigating circumstances

HSST – IAPS

- 2 events
- 28 trainees
- 49 assessors
- 7 service users
- 7 invigilators
- 1 observer
- 1 reasonable adjustment

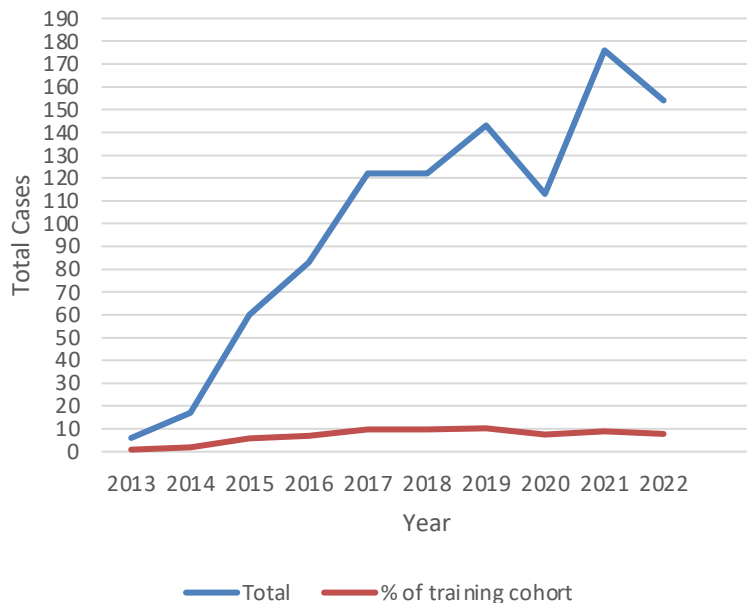
ASP – PDs

- 4 events
- 10 trainees
- 20 assessors
- 2 service users
- 5 invigilators

Training support



Training support referral rates against overall training cohort



Sept 2021 – Aug 2022

Programme	No. of Cases
ASP	1
ETP	5
HSST	45
STP	151
Total Cases	202

Total EEC	125
Total Covid Interruptions	41

Referral reasons

- Progression
- Health and Wellbeing
- Early Employment
- Training Delivery
- Transfer

Completion of programmes

323 STP

7 ASP



29 HSST

11 ETP

Assessment and research evaluation



**Carol Higgison,
Head of Assessment and Research Evaluation**

**Collaboration is
essential to success**

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Assessment collaboration

Internal stakeholders

- **Assessment team**
- **Programme team**
- **Digital team**
- **Training programme directors**
- Curriculum team
- Professional standards and improvement
- Head of School
- Senior management
- Accreditation and admissions



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External stakeholders

- **Specialty Lead and Deputy Lead Station Writers**
- **Specialty Assessors**
- **Observers (service user representatives)**
- **Trainees**
- **Training Officers**
- **Work-place assessors**

Accredited Scientific Practice (ASP)

2020	2021	2022
1 specialty (GI Physiology)	1 specialty (GI Physiology)	1 specialty (GI Physiology)
7 trainees	4 trainees	4 trainees x 2 assessments = 8
6 passes	3 passes	7 passes
1 fail	1 fail	1 fail
Resit		
1 resubmission	1 resubmission	
1 pass	1 pass	
Withdrawals		
	4 withdrawals	1 withdrawal

ASP Assessment planning

Assessment format

- Introduction to GI
 - Upper GI
 - Lower GI
- = 4 different permutations
-
- 4 new professional discussion elements per assessment (minimum)
- = 12 new elements per assessment

Assessment implementation

- Each PD element lasts 10 minutes
- Requires preparation of at least 3 briefing documents
- Many include 2-3 artefacts
- Developed by specialty assessors
- Recruit panel of 3 assessors

ASP delivery (virtual)

- Assessment = 4 x 10 minute PD elements
- Each has a pre-read time
- Complex scheduling
- Technical issues around sharing assessment materials (email/sharepoint/share screen)
- Many technical issues

Independent Assessment of Professional Skills (IAPS)

	Pass	Fail	Total
Imaging Physics	8	5 (2 SDF)	13
Radiotherapy Physics	16	6	22
Clinical Biomedical Engineering	2	1	3
Respiratory and Sleep Sciences	4		4
Audiology	2		2
Cardiac Science	2	2	4
Clinical Bioinformatics Genomics		1	1
Totals	24	15	49

IAPS Assessment planning

Assessment format

- Specialist paper
- Showcase portfolio
- Panel of 3 examiners
- Each candidate must notify of intention to submit in advance
- Each assessment lasts 4 hours

Assessment implementation

- Selection of specialist papers for each specialty
- Review of showcase to ensure meets requirements
- Recruitment of 3 specialist examiners at consultant level

IAPS delivery (virtual)

- Virtual panel
- 2 per day per specialty
- 2 specialties per day maximum
- Difficulty in scaling.

Independent Assessment of Clinical Competence (IACC)

2019	IACC replaced OSFAs due to COVID-19	2020	2021	2022
27 HCS specialties		29 HCS specialties	29 HCS specialties	32 HCS specialties
301 trainees		291 trainees	318 trainees	356 trainees
260 passes (86%)		249 passes (86%)	275 passes (82%)	299 passes (84%)
41 fails (14%)		42 fails (14%)	42 fails (18%)	54 fails (15%)
41 resits		42 resits	43 resits	
36 passes 5 fails		42 passes 0 fails	35 passes 7 fails	
98% pass rate		100% pass rate	98% pass rate 1 failed at 3 rd attempt	

STP IACC development



2019

- OSFA COVID-19



2020

- IACC
- Written reflection
- Single assessor



2021

- Added interview
- Added multiple assessors



2022

- Addition of case-based discussion scenarios

Challenges

- Recruiting sufficient specialist examiners and assessors
- Generating the specialty specific assessment materials needed for each assessment
- Technical issues
 - Virtual sharing of complex information
 - Developing a scalable solution to providing examiner/ assessor access to candidate/trainee submissions
 - Real-time assessment incidents

Recruiting assessors

Benefits

- Documented CPD opportunity
- Networking with peers
- Opportunity to influence the STP
- Experience that will help you better support your trainees
- Attend annual peer networking assessor forum
- Develop in-depth understanding of the new curriculum
- Develop expertise in education and training

Specialties

- Cardiac (Echo and CRM)
- Gastrointestinal Physiology
- Clinical Pharmaceutical Sciences
- Respiratory and Sleep Sciences
- Bioinformatics (physical, health informatics)
- Histocompatibility and Immunogenetics
- Haematology and Transfusion Science
- Reconstructive Science
- Vascular Science

<https://nshcs.hee.nhs.uk/news/appeal-for-assessors-for-the-scientist-training-programme-stp-final-assessment/>



Key dates for IACC 2023 and 2024

- New dates are on the web site
- NO spring assessment dates
- Included deadlines for reasonable adjustment applications and academic appeals

2023

- <https://nshcs.hee.nhs.uk/programmes/stp/trainees/key-dates-for-stp-2023-final-assessment/>

2024

- <https://nshcs.hee.nhs.uk/programmes/stp/trainees/key-dates-for-stp-2024-final-assessment/>

Future of the STP assessment

- New STP curriculum – 1st cohort started in September 2022
- Changes to the assessment
 - Lightweight model of external assessment in the workplace
 - Revised approach to progression review
 - New end point assessment (replacing the IACC)

<https://nshcs.hee.nhs.uk/programmes/stp/trainees/changes-to-the-assessment-of-trainees-on-the-new-curricula/>