

# Higher Specialist Scientist Equivalence: Templates for Applicants

Academy for Healthcare Science [www.ahcs.ac.uk](http://www.ahcs.ac.uk)

Version 1.0 January 2017,

revision date Jan 2020

Doc ref #028

## Appendix 1

### STAGE 1 SUMMARY MAPPING TEMPLATE HSS EQUIVALENCE.

<b>AHCS Standard of Proficiency</b>	<b>Location of Evidence in Stage 1 Application</b> Please indicate where evidence demonstrating how the applicant meets the standard can be found in the accompanying documentation (e.g. CV; Job Description; Person Specification; References).  Please include document title and page number/s
<b>Domain 1: Professional Practice</b>	
<b>Standard 1 - Practise with the professionalism expected of a Consultant Clinical Scientist</b>	
<b>Standard 2 – Ensure professionalism in working with peers and with service users</b>	
<b>Standard 3 – Ensure professionalism in areas of governance and service accreditation</b>	
<b>Standard 4 – Direct the education and training of others</b>	

<b>AHCS Standard of Proficiency</b>	<b>Location of Evidence in Stage 1 Application</b>  Please indicate where evidence demonstrating how the applicant meets the standard can be found in the accompanying documentation (e.g. CV; Job Description; Person Specification; References).  Please include document title and page number/s
<b>Domain 2: Scientific Practice</b>	
<b>Standard 5 – Lead scientific services</b>	
<b>Standard 6 – Direct scientific validation and evaluation</b>	
<b>Standard 7 – Assure safety in the scientific setting</b>	
<b>Domain 3: Clinical Practice</b>	
<b>Standard 8 – Ensure clinical relevance of scientific services provided</b>	
<b>Standard 9 – Deliver effective clinical services</b>	
<b>Domain 4: Research, Development and Innovation</b>	

<b>AHCS Standard of Proficiency</b>	<b>Location of Evidence in Stage 1 Application</b>  Please indicate where evidence demonstrating how the applicant meets the standard can be found in the accompanying documentation (e.g. CV; Job Description; Person Specification; References).  Please include document title and page number/s
<b>Standard 10 – Lead research, development and innovation in clinical priority areas</b>	
<b>Standard 11 – Evaluate research, development and innovation outcomes to improve scientific service provision</b>	
<b>Standard 12 – Promote a culture of innovation</b>	
<b>Standard 13 – Assure research governance</b>	
<b>Domain 5: Clinical Leadership</b>	
<b>Standard 14 – Ensure strategic leadership</b>	
<b>Standard 15 – Ensure clinical scientific leadership</b>	
<b>Standard 16 – Assure effective management of resources</b>	

## Appendix 3

### EXAMPLE EVIDENCE TO DEMONSTRATE HSS SoPs

AHCS Standard of Proficiency	Example Evidence
<b>Professional Practice</b>	
<b>Standard 2 – Ensure professionalism in working with peers and with service users</b>	
2.1 Lead a team to work effectively with senior colleagues in cross-professional settings and across organisational boundaries	<ul style="list-style-type: none"> <li>• Job description</li> <li>• Curriculum vitae</li> <li>• Appraisals demonstrating effective team working</li> <li>• 360-degree feedback</li> <li>• Anonymised complaints/incident investigations</li> <li>• Service review reports including patient and public input</li> <li>• Presentations to peers, conferences, patients and the public</li> </ul>
2.2 Lead a team to work in partnership with colleagues and other organisations in the best interest of patients, local communities and the wider population	
2.3 Create a culture of openness with patients, their families, carers or representatives and colleagues, including if anything goes wrong; welcoming and listening to feedback and addressing concerns promptly	
2.4 Communicate complex clinical scientific and technical information in a wide range of settings and formats, including to patients and the public	
2.5 Liaise with peers, clinical users of the service, patients and the public on all aspects of service delivery to ensure that the service is fit for purpose	
2.6 Communicate research, innovation and development findings as	

AHCS Standard of Proficiency	Example Evidence
appropriate, including peer reviewed journals and at national and international conferences	
<b>Scientific Practice</b>	
<b>Standard 6 – Direct scientific validation and evaluation</b>	
6.1 Ensure the clinical scientific validation of analytical results ensuring that complex investigations are accurately and critically evaluated	<ul style="list-style-type: none"> <li>• Validation report on a new technique</li> <li>• Examples of consultant level advice</li> <li>• Examples of reports demonstrating an assessment of legislative compliance</li> <li>• Advice to employers on legislative compliance</li> <li>• Report or business case on the implementation of a new technique demonstrating that it is evidence based and clinically effective.</li> </ul>
6.2 Provide consultant level clinical scientific advice, including interpretation of investigations and their outcomes, therapies and their implications for patient care and management, and recommendations for additional or more complex investigations	
6.3 Provide scientific advice on legislative compliance in own specialist area of practice	
6.4 Bring critical analysis to the practice of the clinical scientific specialism, ensuring that regular review of research and evidence is undertaken so that adaptation to practice can be made in a timely and cost effective manner	
<b>Clinical Practice</b>	
<b>Standard 8 – Ensure clinical relevance of scientific services provided</b>	

AHCS Standard of Proficiency	Example Evidence
<p>8.1 Ensure highly developed and advanced clinical scientific expertise, advice and interpretation to the multi-professional clinical team and to patients, undertaking scientific responsibilities at a level of accountability similar to that of consultant doctors, but with the recognition that the overall clinical responsibility for patients resides with an accountable medical consultant or General Practitioner</p>	<ul style="list-style-type: none"> <li>• Job description</li> <li>• Curriculum Vitae</li> <li>• Individual patient case studies demonstrating expertise, including assessments, reports, advice to clinical colleagues</li> <li>• Service review reports demonstrating quality improvements</li> <li>• Service accreditation/certification against recognised standards</li> <li>• Evidence of contribution to a multidisciplinary clinical team</li> <li>• Evidence of clinical audits undertaken and resulting impact on service</li> </ul>
<p>8.2 Lead high quality patient focused clinical scientific services that promote excellent patient outcomes, support patient involvement and engagement and continually seek to improve the safety and quality of NHS clinical scientific services</p>	
<p>8.3 Collaborate with colleagues across organisational boundaries to develop, promote and participate in a multi-professional approach to high quality patient care and management</p>	
Research, Development and Innovation	
<p>10.1 Contribute at the highest level to the strategic development and direction of the organisation so that the added value of clinical science services and their impact on patient care is fully realised</p>	<ul style="list-style-type: none"> <li>• Research, Development and Innovation Strategy for the service</li> <li>• Record of grant applications</li> </ul>

AHCS Standard of Proficiency	Example Evidence
	<ul style="list-style-type: none"> <li>• Contribution to organisational research governance structures</li> <li>• Peer reviewed publications</li> <li>• Report or business case on the implementation of a new technique demonstrating that it is evidence based and clinically effective.</li> </ul>
<p>10.2 Lead and shape the application of advances in science, technology, research, innovation, especially in the area of genomics and personalised / precision medicine, and education to support continuous improvement of patient outcomes</p>	
<p>10.3 Through the initiation and translation of cutting edge scientific research and education, bring strategic direction, innovation and continuous improvement into practice</p>	
<p>10.4 Promote safe and high quality care by ensuring that research and evidence based practice is at the vanguard of clinical scientific services</p>	
<b>Clinical Leadership</b>	
<b>Standard 14 – Ensure strategic leadership</b>	
<p>14.1 Lead strategic service improvement across a broad service, demonstrating an ability to successfully initiate, manage and sustain change aimed at improving patient outcomes</p>	<ul style="list-style-type: none"> <li>• Job description</li> <li>• Curriculum Vitae</li> <li>• Strategic business plans for a broad service</li> <li>• Service performance reviews against service objectives</li> <li>• Appraisals</li> <li>• 360 degree feedback</li> </ul>



## APPENDIX 4

### STAGE 2 DETAILED MAPPING TEMPLATE FOR PORTFOLIO SUBMISSION

AHCS Standard of Proficiency	Location of Evidence in Portfolio
<b>Professional Practice</b>	
<b>Standard 1 – Practise with the professionalism expected of a Consultant Clinical Scientist</b>	
1.1 Demonstrate an understanding of <i>Good Scientific Practice</i> at Consultant Clinical Scientist level	
1.2 Comply with the codes of conduct of the Health and Care Professions Council; and the Academy for Healthcare Science	
1.3 Ensure that conduct at all times justifies the trust of patients and colleagues and maintains the public’s trust in the scientific profession	
<b>Standard 2 – Ensure professionalism in working with peers and with service users</b>	
2.1 Lead a team to work effectively with senior colleagues in cross-professional settings and across organisational boundaries	
2.2 Lead a team to work in partnership with colleagues and other	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
organisations in the best interest of patients, local communities and the wider population	
2.3 Create a culture of openness with patients, their families, carers or representatives and colleagues, including if anything goes wrong; welcoming and listening to feedback and addressing concerns promptly	
2.4 Communicate complex clinical scientific and technical information in a wide range of settings and formats, including to patients and the public	
2.5 Liaise with peers, clinical users of the service, patients and the public on all aspects of service delivery to ensure that the service is fit for purpose	
2.6 Communicate research, innovation and development findings as appropriate, including peer reviewed journals and at national and international conferences	
<b>Standard 3 – Ensure professionalism in areas of governance and service accreditation</b>	
3.1 Assume overall accountability for ensuring compliance with the governance and risk management requirements for a broad scientific service	
3.2 Demonstrate a high level of professionalism in personal	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
performance including confidentiality, ethical standards and financial probity	
3.3 Ensure effective clinical governance of scientific services and personal practice according to their organisation's clinical governance policies	
3.4 Ensure the service meets service accreditation standards	
3.5 Ensure the formal reporting and recording of any adverse incidents is in line with organisational policy	
3.6 Investigate adverse events and complaints ensuring that lessons learnt are shared appropriately and that systems are put in place to minimize the risk or recurrence	
<b>Standard 4 – Direct the education and training of others</b>	
4.1 Develop a strategic approach to the provision of appropriate training programmes for the breadth of the scientific workforce and contribute to training other groups of staff within healthcare	
4.2 Advise on national training requirements and curriculum for the breadth of training in the scientific workforce	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
4.3 Evaluate and make provision for the teaching and training requirements of scientific staff, professional colleagues and users of the service	
4.4 Provide scientific staff with appropriate professional and personal development opportunities through robust appraisal processes, with access to appropriate training for their jobs and the line management support needed to succeed	
4.5 Participate in clinical scientific and technical teaching, training and assessment of peers, undergraduates, post-graduates and other healthcare professionals within relevant scientific areas of practice using effective methods of learner-centred feedback	
4.6 Develop and introduce teaching programmes in own area of specialist practice and continually evaluate and improve teaching and assessment activities using critical reflection	
4.7 Demonstrate personal training, skills and qualifications (where relevant) to provide high quality teaching, training, assessment and feedback	
4.8 Evaluate the quality of teaching and training provided and make recommendations for improvement	
<b>Scientific Practice</b>	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
<b>Standard 5 – Lead scientific services</b>	
5.1 Assess the demand and specification for evolving scientific services with users, clinical colleagues and other relevant stakeholders	
5.2 Evaluate the scientific literature and other scientific sources and work with others to develop scientific and business cases for service improvement	
5.3 Lead a clinical scientific department offering a broad range of services and creating a culture of continuous improvement and innovation	
5.4 Provide a high level of scientific expertise to complex problems in own area of specialist practice	
5.5 Ensure that clinical scientific services are delivered with a commitment to excellent quality, safety, confidentiality, accountability, reliability, communication and professional and managerial integrity	
<b>Standard 6 – Direct scientific validation and evaluation</b>	
6.1 Ensure the clinical scientific validation of analytical results ensuring that complex investigations are accurately and critically evaluated	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
6.2 Provide consultant level clinical scientific advice, including interpretation of investigations and their outcomes, therapies and their implications for patient care and management, and recommendations for additional or more complex investigations	
6.3 Provide scientific advice on legislative compliance in own specialist area of practice	
6.4 Bring critical analysis to the practice of the clinical scientific specialism, ensuring that regular review of research and evidence is undertaken so that adaptation to practice can be made in a timely and cost effective manner	
<b>Standard 7 – Assure safety in the scientific setting</b>	
7.1 Ensure delivery of the highest standards of health & safety in the working environment	
7.2 Introduce and critically evaluate measures to identify, actively manage and reduce risk to patients	
7.3 Ensure services are delivered in clean and safe environments that are fit for purpose, based on national best practice	
<b>Clinical Practice</b>	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
<b>Standard 8 – Ensure clinical relevance of scientific services provided</b>	
<p>8.1 Ensure highly developed and advanced clinical scientific expertise, advice and interpretation to the multi-professional clinical team and to patients, undertaking scientific responsibilities at a level of accountability similar to that of consultant doctors, but with the recognition that the overall clinical responsibility for patients resides with an accountable medical consultant or General Practitioner</p>	
<p>8.2 Lead high quality patient focused clinical scientific services that promote excellent patient outcomes, support patient involvement and engagement and continually seek to improve the safety and quality of NHS clinical scientific services</p>	
<p>8.3 Collaborate with colleagues across organisational boundaries to develop, promote and participate in a multi-professional approach to high quality patient care and management</p>	
<b>Standard 9 – Deliver effective clinical services</b>	
<p>9.1 Play a direct role in the management of complex patients, as part of a multi-professional team, including assessment of the patient’s relevant history, developing an investigation strategy, interpreting results and agreeing a management and treatment plan in partnership with the patient, medical staff and the rest of the multi professional team</p>	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
<p>9.2 In appropriate circumstances and within the context of particular and defined clinical circumstances, impart scientific results to and discuss with patients or their families, investigations, risks and outcomes that may be highly sensitive, emotive or have serious prognostic implications, recognising that the responsibility for the overall care of the patient rests with the accountable medical consultant or General Practitioner</p>	
<p>9.3 Respond positively to and promote new developments that enable patients to have greater access to information about their care</p>	
<p><b>Research, Development and Innovation</b></p>	
<p><b>Standard 10 – Lead research, development and innovation in clinical priority areas</b></p>	
<p>10.1 Contribute at the highest level to the strategic development and direction of the organisation so that the added value of clinical science services and their impact on patient care is fully realised</p>	
<p>10.2 Lead and shape the application of advances in science, technology, research, innovation, especially in the area of genomics and personalised</p>	



AHCS Standard of Proficiency	Location of Evidence in Portfolio
/ precision medicine, and education to support continuous improvement of patient outcomes	
10.3 Through the initiation and translation of cutting edge scientific research and education, bring strategic direction, innovation and continuous improvement into practice	
10.4 Promote safe and high quality care by ensuring that cutting edge research and evidence based practice is at the vanguard of clinical scientific services	
<b>Standard 11 – Evaluate research, development and innovation outcomes to improve scientific service provision</b>	
11.1 Develop and apply a strategy to optimise the impact of clinical audit to deliver outcome focused quality improvement programmes	
11.2 Continually improve the quality of clinical scientific services by directing and planning the introduction, evaluation and application of improved scientific and operational procedures	
11.3 Evaluate published research and innovation for patient benefit and make recommendations for improvements in the quality of services and patient outcomes based on these	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
<b>Standard 12 – Promote a culture of innovation</b>	
12.1 Generate a culture that values and supports innovation and quality by promoting and stimulating research and innovation both within the service and across service boundaries	
12.2 Initiate and direct research and innovation programmes to completion, evaluate outcomes and amend service provision as appropriate	
12.3 Identify opportunities to innovate and create a culture where innovation flourishes	
<b>Standard 13 – Assure research governance</b>	
13.1 Design and lead a strategy to achieve and / or maintain service accreditation	
13.2 Ensure compliance with the NHS ethical and research governance framework	
<b>Clinical Leadership</b>	
<b>Standard 14 – Ensure strategic leadership</b>	
14.1 Lead strategic service improvement across a broad service, demonstrating	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
an ability to successfully initiate, manage and sustain change aimed at improving patient outcomes	
14.2 Lead and motivate clinical scientific staff to ensure effective delivery and achievement of agreed service objectives in a changing healthcare environment	
<b>Standard 15 – Ensure clinical scientific leadership</b>	
15.1 Ensure scientific services reflect the needs and preferences of patients, their families, carers as well as the public health requirements of the populations they serve	
15.2 Direct the operation of a broad service to ensure compliance with local, national and internationally accepted standards and guidelines	
15.3 Participate in appropriate local regional, national and international scientific groups	
15.4 Play a leading role in appropriate local, regional, national and international clinical scientific groups	
15.5 Contribute to the activities of national professional bodies and the formulation of national/international guidelines on clinical, scientific, and safety issues relating to services	

AHCS Standard of Proficiency	Location of Evidence in Portfolio
15.6 Ensure that scientific services are delivered in accordance with recommendations for national screening programmes, diagnostic practice and health and safety guidance	
15.7 Ensure that engagement in the commissioning of scientific services is carried out with full compliance to good practice	
<b>Standard 16 – Assure effective management of resources</b>	
16.1 Ensure that staff and non-staff resources are assessed and deployed to obtain the required high quality whilst offering best value for money	