

Useful reference points and additional guidance when applying the Good Scientific Practice Standards 2021

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Domain 1: Professional Practice

1.1 Patient-centred care		Useful References
1.1.1	<p>You put patients first and do the following:</p> <ul style="list-style-type: none"> - Act in the interests of patients' safety and well-being at all times. - Fulfil your duty of care if you have a concern about a patient's safety. - Fulfil your duty of candour if something goes wrong in a patient's care. - Adhere to safeguarding requirements and uphold the interests of vulnerable individuals in how you deliver care. 	<p>https://www.gov.uk/government/publications/the-nhs-constitution-for-england</p> <p>https://www.gov.uk/government/consultations/statutory-duty-of-candour-for-health-and-adult-social-care-providers</p> <p>https://improvement.nhs.uk/resources/freedom-to-speak-up-whistleblowing-policy-for-the-nhs/</p> <p><u>Further notes:</u></p> <p>You may not have face to face contact with patients but your work will contribute to the patient pathway in some way.</p> <p>For STP Equivalence Outlining how you influence the patient pathway and consider this pathway in your day to day work will help to demonstrate you meet this standard.</p> <p>If you have no experience of raising a concern, you should be aware of the employer, professional body and regulatory requirements/processes</p>
1.1.2	<p>You treat patients and their carers as individuals and do the following:</p> <ul style="list-style-type: none"> - Champion equality, diversity and inclusion in how you address individual needs and contribute to service delivery. - Share information with patients and their carers to support engagement in their care and shared decision-making about their care. 	<p>https://www.cqc.org.uk/guidance-providers/regulations-enforcement/regulation-10-dignity-respect</p> <p>https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/personal-beliefs-and-medical-practice/personal-beliefs-and-medical-practice</p>

	<ul style="list-style-type: none"> - Respect individuals' rights, autonomy, values, beliefs and wishes about how they engage in diagnostic and therapeutic processes while in your care. - Maintain patients' dignity in how you deliver care. 	https://www.health.org.uk/sites/default/files/Engaging-and-communicating-with-patients-carers-and-the-community-a-guide.pdf http://www.wales.nhs.uk/sitesplus/documents/829/Passing%20the%20Baton%20-%20Chapter%20%20%28English%29.PDF
1.1.3	You respect patients' privacy and only use and disclose confidential information about their care in accordance with legal, ethical and data protection requirements.	https://www.ukcgic.uk/manual/principles
1.1.4	You support patients and the public to promote and manage their own health and well-being.	https://www.england.nhs.uk/wp-content/uploads/2017/04/ppp-involving-people-health-care-guidance.pdf
1.2 Scope of practice		Useful References
1.2.1	<p>You take responsibility for the following:</p> <ul style="list-style-type: none"> - Understanding and engaging with your scope of practice, your personal competence and the parameters of your job role (recognising that these may be different and each will change, as you develop and service needs change). - Your decisions and actions (and inactions) and explaining and justifying these when required to do so. - Working within your current scope of practice, competence and job role. - Being clear to others about the nature of your roles and responsibilities. 	https://www.hcpc-uk.org/registration/meeting-our-standards/information-on-scope-of-practice/ https://www.hcpc-uk.org/standards/standards-of-proficiency/biomedical-scientists/

	<ul style="list-style-type: none"> - Identifying and taking appropriate action when a potential activity or area of decision-making falls outside your scope of practice and competence. 	
1.2.2	<p>You engage in continuing professional development (CPD) and do the following:</p> <ul style="list-style-type: none"> - Maintain and develop your knowledge, understanding and skills in line with your practice and role, including in response to changes in patient need, the evidence base, technological advances and service delivery requirements. - Identifying when planned changes to your job role or your broader plans for developing your career create CPD needs. - Keep a structured record of your CPD activity to evidence how you maintain and update your knowledge, understanding and skills in line with changing needs in patient care, service delivery and your job role. - Adhere to the specific CPD requirements of your regulatory and/or professional body. 	<p>https://www.healthcareers.nhs.uk/career-planning/developing-your-health-career/personal-and-professional-development/continuing-professional-development-cpd</p> <p>https://www.ahcs.ac.uk/the-register/continuing-professional-development/cpd-audit/</p>
1.2.3	<p>You engage with individual, team and service performance review and audit processes, including by doing the following:</p> <ul style="list-style-type: none"> - Responding constructively to the outcomes of specific processes. - Engaging in emergent learning and development activities to enhance individual and team performance, service delivery and patient care. 	<p>https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/leadership-and-management-for-all-doctors/maintaining-and-improving-standards-of-care</p> <p>https://www.nice.org.uk/Media/Default/About/what-we-do/Into-practice/Principles-for-putting-evidence-based-guidance-into-practice.pdf</p>

1.3 Communications		Useful References
1.3.1	You listen to patients, carers, service users and colleagues to understand their needs, preferences and requests and take account of non-verbal cues to inform how you communicate and respond.	https://www.health.org.uk/sites/default/files/Engaging-and-communicating-with-patients-carers-and-the-community-a-guide.pdf http://www.wales.nhs.uk/sitesplus/documents/829/Passing%20the%20Baton%20-%20Chapter%202%20%28English%29.PDF
1.3.2	You communicate in ways that take account of the needs of your intended audience, adapting how you present information to seek to achieve relevance and clarity and to aid understanding.	https://www.health.org.uk/sites/default/files/Engaging-and-communicating-with-patients-carers-and-the-community-a-guide.pdf http://www.wales.nhs.uk/sitesplus/documents/829/Passing%20the%20Baton%20-%20Chapter%202%20%28English%29.PDF
1.3.3	You have appropriate English language proficiency and communication skills to provide the required standard of service delivery and care in the UK.	https://www.gov.uk/english-language/exemptions
1.3.4	You complete accurate, legible and contemporary records of your activity and comply with legal and workplace requirements and protocols for safe record-keeping and storage.	http://www.wales.nhs.uk/sitesplus/documents/1064/Documentation%20Standards%20%20Minimum%20Dataset%20Development%20Checklist%20%2D%20Dec%202012.pdf
1.3.5	You use communication formats and channels (spoken, written and digital, and including social media and online networking platforms) in appropriate, professional ways.	https://www.nhsggc.org.uk/working-with-us/hr-connect/policies-and-staff-governance/policies/personal-use-of-social-media/

		https://www.ahcs.ac.uk/the-register/overview-the-register/registration-guidance/dsocial-media-guidance-for-registrants/
1.3.6	<p>You produce materials about your service and professional activity that do the following:</p> <ul style="list-style-type: none"> - Present clear, accurate information in a format appropriate for the target audience (e.g. patients, carers or other healthcare professionals). - Provide clarity on when you are giving advice or expressing a professional opinion and the basis and parameters of this. - Comply with relevant legal, ethical and professional requirements and codes, including those relating to advertising, presenting research data, and writing for publication 	https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/ https://www.nmc.org.uk/standards/code/

1.4 Professional responsibilities		Useful References
1.4.1	You engage with the standards of conduct and behaviour set by your regulatory and/or professional body.	https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/
1.4.2	You act as an ambassador for healthcare science, behaving and conducting yourself in ways that uphold the profession's reputation and reflect the trust that the public, patients, employers and colleagues place in the profession.	https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/
1.4.3 6	You declare anything that could create a conflict of interest in your professional and workplace activity and are transparent in how you exercise and share your professional opinion in different contexts.	https://www.england.nhs.uk/ourwork/coi/
1.4.4	You have appropriate indemnity cover (recognising) that this may be provided by your employer) for your activity as a healthcare scientist, including for any activity that you undertake outside your primary job role.	
1.4.5	<p>You engage and co-operate promptly, fully and honestly in complaints and investigation processes, including the following, as the need arises:</p> <ul style="list-style-type: none"> - The complaints and fitness to practise policies and procedures of your employer, regulatory and/or professional body. - An investigation into a complaint made about your own conduct or competence. - An investigation into others' conduct or competence if you are invited to input to the process. 	https://www.england.nhs.uk/contact-us/complaint/ https://www.gov.uk/government/publications/the-nhs-constitution-for-england/how-do-i-give-feedback-or-make-a-complaint-about-an-nhs-service https://www.ahcs.ac.uk/patients-public/the-register-and-regulation/raise-a-concern/ https://www.ahcs.ac.uk/the-register/for-healthcare-scientists/if-someone-raises-a-concern-about-you/

1.4.6	<p>You declare any matter relating to your health, character or conduct to your employer, regulatory and/or professional body, in line their requirements, that has the potential to do the following:</p> <ul style="list-style-type: none"> - Affect or impede your capacity to practise safely and effectively. - Put others' health and safety at risk. - Undermine the trust and confidence placed in you as a healthcare scientist. 	https://www.hcpc-uk.org/globalassets/resources/reports/fitness-to-practise/fitness-to-practise-annual-report-2019.pdf
1.4.7	<p>You take appropriate steps if you identify that a patient, their carer or a colleague poses a risk to your own or others' health and safety, including by making alternative arrangements for patient care, if required, to avoid fulfilment of need being compromised.</p>	https://www.gov.uk/government/publications/the-nhs-constitution-for-england https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/good-medical-practice/domain-4---maintaining-trust
1.5 Working with others		Useful References
1.5.1	<p>You work with colleagues in your workplace and representatives of other organisations, engaging in multi-disciplinary team-working and inter-agency collaboration to meet patient needs safely, effectively and efficiently.</p>	https://improvement.nhs.uk/resources/working-others-make-improvements/ https://www.leadershipacademy.nhs.uk/wp-content/uploads/2012/11/NHSLeadership-Framework-LeadershipFramework-Summary.pdf
1.5.2	<p>You use available resources, including others' time and expertise, efficiently and judiciously to optimise the quality and efficacy of patient care and service delivery.</p>	https://www.england.nhs.uk/five-year-forward-view/next-steps-on-the-nhs-five-year-forward-view/funding-and-efficiency/

		https://www.rcpath.org/discover-pathology/news/pathology-and-the-nhs-five-year-forward-view.html
1.5.3	<p>You contribute to others' learning and development in line with your scope of practice, competence and job role, and engage with the importance of being a competent educator as an integral component of your role as a healthcare scientist.</p>	https://nshcs.hee.nhs.uk/services/train-the-trainer/stp-train-the-trainer/ https://digital.nhs.uk/services/training-quality-improvement/training-job-descriptions
1.5.4	<p>You undertake safe, effective supervision of junior colleagues and trainees, including by doing the following:</p> <ul style="list-style-type: none"> - Engaging with the responsibilities that you retain when you delegate activity to others. - Satisfying yourself that the colleague to whom you plan to delegate a specific activity has the knowledge, understanding and skills to undertake it safely and effectively - Checking that the colleague understands their role and responsibilities in enacting the planned delegated activity, including relating to informed consent and raising any concerns about patient safety. - Checking that the colleague knows how to seek advice, if required, once undertaking the delegated activity. - Providing appropriate levels of guidance, support and intervention to maintain patients' and others' safety through the specific delegation arrangements that you put in place. - Keeping delegation arrangements under review and modifying them if this is needed to uphold safe patient care and effective service delivery. 	https://www.hee.nhs.uk/our-work/raising-responding-concerns https://www.health-ni.gov.uk/articles/consent-examination-treatment-or-care https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/consent https://www.ed.ac.uk/files/imports/fileManager/RCNHHelpingStudentsGetTheBestFromTheirPracticePlacements.pdf https://www.cqc.org.uk/sites/default/files/new_reports/AAAJ0742.pdf https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-018-3506-y https://tools.skillsforhealth.org.uk/competence/show/html/code/GEN39/ https://improvement.nhs.uk/improvement-hub/patient-safety/

		<p>https://www.bma.org.uk/advice/employment/raising-concerns/guide-to-raising-concerns</p> <p>https://www.rcn.org.uk/professional-development/accountability-and-delegation</p> <p>https://essentialsofcorrectionalnursing.com/2012/12/28/scope-of-practice-assignment-and-delegation-of-patient-care-in-the-correctional-setting/</p> <p>https://www.unison.org.uk/content/uploads/2013/06/Best-Practice-and-ProceduresDuty-of-Care-handbook-20113.pdf</p>
1.5.5	<p>You arrange with your line manager for essential elements of your roles and responsibilities to be covered during periods of planned absence, including by</p> <ul style="list-style-type: none"> - Contributing to handover to colleagues who have the scope of practice and competence to undertake activities in your place of you. - Adhering to your workplace’s business continuity arrangements. 	<p>https://www.cqc.org.uk/sites/default/files/new_reports/AAAJ074_2.pdf</p>

Domain 2: Scientific Practice

2.1 Data and reporting

Useful References

- 2.1.1 You undertake investigations and/or therapy, including by doing the following:
- Adhering to up-to-date standard operating procedures.
 - Using appropriate qualitative and quantitative methods in how you undertake activities relating to screening, diagnosis, prognosis, monitoring and/or treatment of disease, disorders and normal states of health.
 - Using appropriate methods and approaches to analyse information.
- 2.1.2 You report on investigations and/or therapy that you undertake in a timely manner, presenting information on your activity, analysis and findings in a clear and succinct format.
- 2.1.3 You develop investigative strategies, procedures and processes, taking account of relevant clinical and other sources of information and evidence-based practice.

<https://www.guidelinesinpractice.co.uk/nhs-evidence-provides-easy-access-to-quality-clinical-information/309661.article>

https://improvement.nhs.uk/documents/2718/Clinical_Governance_Toolkit.pdf

https://www.rcr.ac.uk/sites/default/files/updated_radioisotope_guidance_for_nuclear_medicine_teams_october_2019.pdf

<https://www.guidelinesinpractice.co.uk/nhs-evidence-provides-easy-access-to-quality-clinical-information/309661.article>

https://improvement.nhs.uk/documents/2718/Clinical_Governance_Toolkit.pdf

https://www.rcr.ac.uk/sites/default/files/updated_radioisotope_guidance_for_nuclear_medicine_teams_october_2019.pdf

<https://www.evidence.nhs.uk/search?q=report+writing>

<https://improvement.nhs.uk/resources/future-of-patient-safety-investigation/>

<https://www.nice.org.uk/Media/Default/About/what-we-do/Into-practice/Support-for-service-improvement-and-audit/How-to-change-practice-barriers-to-change.pdf>

2.1.4 You interpret and critically evaluate data to inform the following:

- Your decision-making.
- Your development of action plans.
- Your advice and recommendations to others on further investigations, screening and management options.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3263223/>

<https://www.bigskyassociates.com/blog/bid/372186/The-Data-Analysis-Process-5-Steps-To-Better-Decision-Making>

2.1.5 You provide scientific advice to do the following:

- Inform the safe, effective delivery of services.
- Support your colleagues' clinical decision-making relating to individual patients

<http://www.wales.nhs.uk/governance-emanual/standard-7-safe-and-clinically-effective>

<https://www.nice.org.uk/about/who-we-are/our-charter>

2.2 Technical proficiency

Useful References

2.2.1 You develop and maintain your technical proficiency, in line with your scope of practice, competence and job role, including to do the following:

- Use instruments, equipment and methodologies.
- Gather, measure, generate and analyse data.
- Engage and comply with current best practice in how you select and use available, relevant instruments and equipment.
- Provide technical advice to others to ensure the safe and effective delivery of services.

<https://www.sor.org/learning/document-library/code-professional-conduct/section-2-scope-professional-practice>

http://www.wales.nhs.uk/technologymls/english/resources/pdf/tools/service_dev/Guide%20to%20Good%20Practice%20Outpatients.pdf

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2233962/>

https://www.pharmacyregulation.org/sites/default/files/document/guidance_to_ensure_a_safe_and_effective_pharmacy_team_june_2018.pdf

<https://www.nmc.org.uk/standards/code/read-the-code-online>

- 2.2.2 You engage with health and safety requirements and do the following:
- Adhere to relevant legislation.
 - Comply with health and safety protocols and requirements in your workplace.
 - Actively participate in regular mandatory health and safety training.
 - Remain up-to-date changes to health and safety protocols.
 - Escalate a health and safety issue either that you identify or to which you are alerted that poses a risk or actual hazard to yourself and/or others.
- <https://www.ibms.org/resources/professional-guidance/>
- <https://www.skillsforcare.org.uk/Documents/Learning-and-development/Care-Certificate/Standard-15.pdf>
- <https://www.cqc.org.uk/guidance-providers/regulations-enforcement/regulation-12-safe-care-treatment>
- 2.2.3 You follow all relevant health and safety procedures in your day-to-day practice, including by doing the following:
- Selecting and correctly using and disposing of appropriate personal protective equipment to ensure your safe contact with and use of specimens, raw materials, clinical and special waste, equipment, ionisation, radiation and electricity.
 - Using correct methods of disinfection, sterilisation and decontamination.
 - Dealing with waste and spillages correctly
- <https://www.ibms.org/resources/professional-guidance/>
- <https://www.skillsforcare.org.uk/Documents/Learning-and-development/Care-Certificate/Standard-15.pdf>
- <https://www.cqc.org.uk/guidance-providers/regulations-enforcement/regulation-12-safe-care-treatment>
- 2.2.4 You engage with information and communications technology (ICT), including by doing the following:
- Maintaining your ICT knowledge, understanding and skills to perform your role safely, efficiently and effectively.
 - Keeping up-to-date with ICT developments and advances that have the potential to enhance service delivery and patient care.
- <https://www.england.nhs.uk/wp-content/uploads/2016/11/nhse-access-info-comms-policy.pdf>

2.3 Quality assurance

Useful References

2.3.1 You maintain an effective audit trail of your activity, adhering to local protocols and practices.

<https://www.hcpc-uk.org/standards/standards-of-proficiency/clinical-scientists/>

2.3.2 You participate in quality assurance processes as an integral part of service delivery, including regular and systematic audit and service evaluation exercises.

<https://www.england.nhs.uk/clinaudit/>

<https://patient.info/doctor/Audit-and-Audit-Cycle>

Further notes:

For STP Equivalence you might also include reference to taking responsibility for any nationally recognised accreditation of services such as UKAS or IQIIPS accreditation

2.3.3 You actively engage in risk assessment, management and mitigation activities.

<https://www.skillsforcare.org.uk/Documents/Learning-and-development/Care-Certificate/Standard-15.pdf>

<https://www.cqc.org.uk/guidance-providers/regulations-enforcement/regulation-12-safe-care-treatment>

2.3.4 You contribute to enacting, reviewing and updating service delivery processes and procedures to uphold patient, service user and public safety, in line with your scope of practice, competence and job role and informed by current best practice.

<https://www.nice.org.uk/process/pmg30/chapter/using-nice-guidance-and-related-quality-standards-in-provider-organisations>

<https://www.pharmaceutical-journal.com/learning/practice-report/how-i-used-patients-records-to-deliver-an-enhanced-service-in-the-community/11134642.article>

2.3.5 You set, maintain and/or apply quality standards, control and assurance measures for service delivery, with a focus on the following:

<https://digital.nhs.uk/about-nhs-digital/our-work/nhs-digital-data-and-technology-standards/clinical-information-standards>

- Maintaining and demonstrating the delivery of safe, effective patient care.
- Identifying the need for restorative action to address deficiencies in service delivery.
- Identifying opportunities for quality improvement.

<https://www.networks.nhs.uk/nhs-networks/the-forensic-quality-governance-network/documents/Quality%20Governance%20in%20NHS%20DH%20Guide.pdf>

Domain 3: Clinical Practice

3.1 Clinical activity	Useful References
3.1.1 You obtain informed consent from individual parties (patients, or their carer, service users or other appropriate authorities) before you do the following: <ul style="list-style-type: none"> - Undertake an investigation or examination. - Provide treatment. - Involve individuals in teaching or research activity.. 	<p>https://www.health-ni.gov.uk/articles/consent-examination-treatment-or-care</p> <p>https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/consent</p>
3.1.2 You understand and engage with the significance of your actions, findings and advice for informing others' clinical decisions about individual patients' care.	<p>https://www.nice.org.uk/guidance/cg138/chapter/1-guidance</p>
3.1.3 You provide clinical analysis and advice appropriate to your specialty, including by planning and progressing investigative strategies and clinical protocols to optimise diagnosis, monitoring and therapy of patients with a range of disorders.	<p>https://improvement.nhs.uk/resources/patient-safety-investigation/</p>
3.1.4 You interpret and advise on complex and/or specialist data in the context of the clinical question being posed, your scope of practice and role, including by providing the following: <ul style="list-style-type: none"> - The results obtained through your investigation or examination. - Your analysis and interpretation of the results. - The basis of your diagnostic or therapeutic opinion or advice, including any caveats to this. 	<p>https://www.england.nhs.uk/wp-content/uploads/2013/03/crg-stakeholder-guide.pdf</p> <p>https://www.sor.org/learning/document-library/irmer-2000-and-irme-amendment-regulations-2006/1-irmer-employer-s-procedures-schedule-1</p>

- The relevance of your findings for informing further decision-making and actions on the part of the responsible clinician.
- The wider implications for optimising the efficiency and effectiveness of clinical investigations for individual patients or groups of patients.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4033487/>

3.1.5 You monitor and report on individual patients' condition, progress and prognosis.

<https://www.nimh.nih.gov/health/topics/technology-and-the-future-of-mental-health-treatment/index.shtml>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3756138/>

3.1.6 You refer patients to the most appropriate healthcare professional or service, ensuring that you do the following:

- Put individual patients' needs and safety first.
- Recognise when elements of patient care sit outside your scope of practice, competence and job role.

<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/maintaining-a-professional-boundary-between-you-and-your-patient>

<https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/>

3.1.7 You represent the work of your team in multi-disciplinary clinical meetings, including to inform discussion on patient outcomes, service delivery and service evaluation.

<https://bmjopen.bmj.com/content/6/7/e012559>

<https://www.mhcirl.ie/File/discusspapmultiteam.pdf>

3.2 Clinical investigation and therapeutics

Useful References

3.2.1 You undertake detailed clinical or psycho-social assessments, investigations or analysis, including by doing the following:

- Using appropriate techniques and equipment.
- Accurately and fully recording the nature and results of your assessments.
- Regularly reviewing the outcomes of assessments, including in partnership with patients

<https://www.england.nhs.uk/wp-content/uploads/2017/04/ppp-involving-people-health-care-guidance.pdf>

3.2.2 You plan, decide and advise on clinical or scientific investigations or products to meet patients' diagnostic, predictive, therapeutic, rehabilitative and/or treatment needs, taking account of all relevant information that is available to you and in appropriate consultation and partnership with others.

<https://www.england.nhs.uk/wp-content/uploads/2013/03/crg-stakeholder-guide.pdf>

<https://www.sor.org/learning/document-library/irmer-2000-and-irme-amendment-regulations-2006/1-irmer-employer-s-procedures-schedule-1>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4033487/>

3.2.3 You undertake a quality-assured approach to investigations and designing products and procedures as an integral part of your contribution to the following:

- Screening.
- Diagnoses.
- Treatments.
- Contribution to care-planning, management and rehabilitation.

<https://improvement.nhs.uk/resources/patient-safety-investigation/>

3.2.4 You prioritise the delivery of investigations, interventions, services and treatments based on your informed understanding of individual patients' clinical need.

<https://digital.nhs.uk/services/e-referral-service/document-library/advice-and-guidance-toolkit/benefits-of-using-advice-and-guidance>

https://www.rcr.ac.uk/sites/default/files/updated_radioisotope_guidance_for_nuclear_medicine_teams_october_2019.pdf

3.2.5 You advise colleagues on using technologies, investigative processes and interventions to inform, progress and monitor individual patients' care.

<https://www.ibms.org/resources/professional-guidance/>
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3060337/>

3.2.6 You share all relevant information with colleagues involved in individual patients' care, ensuring adherence to legal and ethical requirements relating to confidential and sensitive personal data, when you do the following:

- Delegate or refer care to colleagues in your team/service.
- Refer patients to other health or social care providers.

<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/maintaining-a-professional-boundary-between-you-and-your-patient>

<https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/>

<https://academic.oup.com/jpubhealth/article/35/2/308/1543818>

<https://www.england.nhs.uk/wp-content/uploads/2013/04/ppf-1314-1516.pdf>

Domain 4: Research, Development and Innovation

4.1 Research activity

Useful References

- 4.1.1 You contribute to an active research culture, in keeping with your scope of practice and job role, by doing the following:
- Engaging in evidence-led practice.
 - Managing and/or participating in research activity.
 - Encouraging and engaging in debate on research and its development and application in practice.
 - Progressing and engaging in research collaborations with others.
- 4.1.2 You act with honesty, probity and integrity in all stages of the research process, including by adhering to research governance frameworks and protocols relating to the following:
- Project design.
 - Ethics approval.
 - Funding.
 - Public/patient involvement.
 - Data-gathering and analysis.
 - Reporting, dissemination and publication.
- 4.1.3 You select and use research methodologies, including experimental and collaborative approaches, in ways that fit with your scope of practice and role and that achieve the following:

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4263611/>

<https://www.scie.org.uk/children/innovation/>

<https://www.nihr.ac.uk/documents/nihr-researchfish-update-2019/22483>

<http://www.qualitative-research.net/index.php/fqs/article/view/285/625>

<https://www.nmc.org.uk/standards/code/read-the-code-online>

<https://www.ncbi.nlm.nih.gov/books/NBK216194/>

<https://bmcp psychiatry.biomedcentral.com/articles/10.1186/s12888-018-1794-8>

- Address a specific research question or topic.
- Fit with the design and scale of a research project.
- Involve patients and the public, when appropriate.
- Are informed by and address all relevant ethical considerations.

<https://researchinvolvement.biomedcentral.com/articles/10.1186/s40900-019-0160-4>

4.1.4 You develop, evaluate, validate and verify new developments (including to do with new scientific, technical, diagnostic, monitoring, treatment and therapeutic procedures) and adapt and integrate new procedures into your routine practice once you are assured by evidence of their safety, efficacy and effectiveness.

<https://implementationscience.biomedcentral.com/articles/10.1186/1748-5908-7-61>

<https://www.ukas.com/news/technical-bulletin-ukas-position-paper-assessment-of-a-medical-laboratorys-approach-to-the-assurance-of-clinical-staff-competence-and-use-of-ega/>

4.1.5 You critically evaluate and apply research and other available evidence to do the following:

- Inform your own practice and ensure that this remains leading-edge.
- Inform your colleagues' practice and professional development.
- Contribute to quality improvements in service delivery.
- Enhance patient care and outcomes.
- Contribute to and share new knowledge in line with meeting the public interest.

<https://implementationscience.biomedcentral.com/articles/10.1186/s13012-017-0662-0>

4.2 Service development

Relevant to

- 4.2.1 You participate in service evaluation and quality improvement activities, including to do the following:
- Seek and respond to patient and service user views and feedback.
 - Act on the outcomes of activities to inform service developments and enhance service delivery.
 - Share the outcomes of activities, in appropriate ways, to contribute to a culture of continuous quality improvement.
- <https://www.england.nhs.uk/clinaudit/>
- <https://patient.info/doctor/Audit-and-Audit-Cycle>
- 4.2.2 You engage with innovative technologies and practice to enhance service delivery, including by doing the following:
- Identifying and appraising innovative approaches to service delivery relevant to your service and role.
 - Supporting and advising colleagues (including within the wider healthcare team) on adopting new technologies.
 - Sharing learning from adopting, implementing and evaluating specific technologies in service delivery.
- <https://www.ibms.org/resources/professional-guidance/>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3060337/>
- https://improvement.nhs.uk/documents/1134/SLIDES_B1_M_D_eveloping_model_spread_adoption.pdf
- <https://heart.bmj.com/content/104/22/1817>
- 4.2.3 You assess and evaluate new technologies before introducing and integrating them into your routine clinical practice, informed by the available evidence base.
- <https://www.evidence.nhs.uk/search?q=clinical%20governance%20and%20evidence%20based%20practice>
- <https://implementationscience.biomedcentral.com/articles/10.1186/1748-5908-7-61>
- <https://www.ukas.com/news/technical-bulletin-ukas-position-paper-assessment-of-a-medical-laboratorys-approach-to-the-assurance-of-clinical-staff-competence-and-use-of-eqa/>

Domain 5: Clinical Leadership

5.1 Developing of self

Useful References

5.1.1 You demonstrate self-awareness, including about your leadership style and its impact on others.

<https://www.england.nhs.uk/wp-content/uploads/2015/10/nhs-innovation-into-action.pdf>

<https://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model/importance-personal-qualities/>

5.1.2 You develop, maintain and apply your leadership skills, behaviours and qualities in line with your scope of practice and job role.

<https://www.england.nhs.uk/wp-content/uploads/2015/10/nhs-innovation-into-action.pdf>

<https://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model/importance-personal-qualities/>

5.2 Leading others

Useful References

5.2.1 You value and recognise your colleagues' knowledge, skills and contribution to service delivery and patient care.

<https://www.medicalprotection.org/uk/articles/professionalism-gmc-expectations-on-working-with-colleagues>

<https://www.healthworkerstandards.scot.nhs.uk/Documents/co-deofConductHealthCareSupport.pdf>

5.2.2 You contribute to distributed leadership within your team or service, including by doing the following in line with your scope of practice and job role:

- Acting as a role model and leading by example.

<https://www.nhsemployers.org/your-workforce/recruit/streamlining-programme/nhs-to-nhs-staff-transfers/mandatory-and-statutory--training>

- Addressing the development needs of those for whom you have leadership, management, supervision and/or training responsibilities.
- Engaging in reviews of team performance.
- Engaging in activity (including CPD) to enhance team performance.
- Engaging in exercises to address deficiencies in team performance.
- Distilling, sharing and applying learning from team development activities.
- Celebrating team success.

<https://www.leadershipacademy.nhs.uk/wp-content/uploads/2012/11/NHSLeadership-Framework-LeadershipFramework-Summary.pdf>

https://improvement.nhs.uk/documents/5038/Implementing_handovers_and_huddles.pdf

<https://www.projectsmart.co.uk/nine-ways-to-contribute-to-project-team-success.php>

<https://www.skillsforcare.org.uk/Documents/Learning-and-development/Care-Certificate/Standard-2.pdf>

<https://www.cqc.org.uk/guidance-providers/regulations-enforcement/regulation-18-staffing>