

PROJECT DESCRIPTION

Healthcare Science Advisor for the Scientist Training Programme

(focus on physiological sciences)

0.5 WTE Band 8a fixed term secondment

PROJECT SUMMARY

This project will focus on increasing the number of STP trainees in London. The project aim is to develop educational consortia across London to increase the capacity and support with ensuring the quality of work-based learning for healthcare science (HCS) STP trainees in London. Priority areas are the physiological science specialisms where consortia working is not uniformly established.

OBJECTIVES

The project shall have the following key objectives:

1. Support the HEE Mandate education outcomes: *excellent education, competent and capable staff, flexible workforce, receptive to research and innovation and widening participation*.
2. Deliver the workforce required to support Integrated Care System (ICS) plans in London.
3. Establish baseline data on the STP trainees in London (where they are distributed across the region and within ICS footprints and which departments are engaged with STP training).
4. Carry out stakeholder engagement to identify needs and plan best possible project delivery methods.
5. **Develop a stakeholder board to drive engagement within trusts and to support project implementation and to build a foundation to ensure future sustainability.**
6. Get feedback from current and former trainees and trusts on their experience of the work-based learning and generate ideas for how trainee numbers can be increased whilst maintaining quality and avoiding attrition.
7. Organise meetings between trusts, HEE and other stakeholders to discuss logistics of increasing STP numbers.
8. Identify exemplars of best practice that can be built upon and adopted more widely.
9. Understand the workforce need for scientists in the priority areas and promote how they can improve the skill mix and efficiency within departments.
10. Scope potential new capacity for STP trainees (both within trusts who already take trainees and new centres)
11. Provide support and guidance to trusts in London to get accredited with the NSHCS, put in an EOI and take STP trainees for the first time.
12. Work closely with and facilitate HEE regional HCS leads to support local HCS queries regarding STP programmes.
13. Network nationally with other regional trainers to share learning across different regions.
14. Support London's workforce leadership through membership of the board of the London HCS Education training and workforce network.

HEE MANDATE

The project links to the following education outcomes in the Department of Health and Social Care mandate to Health Education England: April 2020 to March 2021:

1. **Excellent education** – *HCS Education and training is commissioned and provided to the highest standards, ensuring learners have an excellent experience and that all elements of education and training are delivered in a safe environment for patients, staff and learners.*
2. **Competent and capable staff** - *There are sufficient HCS staff educated and trained, aligned to service and changing care needs, to ensure that people are cared for by staff who are reflective of the changing demography of the population they serve, properly inducted, trained and qualified, who have the required knowledge and skills to do the jobs service needs, whilst working effectively in a team.*
3. **Flexible workforce, receptive to research and innovation** - *The HCS workforce is educated to be responsive to changing service models and responsive to innovation and new technologies with knowledge about best practice, research and innovation, that promotes adoption and dissemination of better quality service delivery to reduce variability and poor practice.*
4. **Widening participation** - *Sourcing talent and providing leadership that flourishes free from discrimination with fair opportunities to access careers, progress and fulfil potential, recognising individual as well as group differences, treating people as individuals and placing positive value on diversity in the HCS workforce and where role models are promoted and encouraged. This will include opportunities to progress across the five leadership framework domains.*

DIMENSIONS OF THE POST

This post requires the post holder to achieve high levels of strategic engagement, with the aim of achieving agreement and co-operation between a wide range and extensive number of stakeholder organisations, groups and individuals including patients/clients, students, and the general public.

Key relationships include HEE HCS London Leads, HEE National School of HCS, HEE business and workforce intelligence, London HCS departmental leads and trainers, HEIs delivering STP programmes, STP trainees, London HCS networks, HCS regional trainers working within HEE London and other HEE regions.

KEY DELIVERABLES

1. To deliver the programme of work.
2. Ensure quarterly reporting and final project report are provided to HEE on the delivery of the programme of work as agreed with HEE.
3. Ensure an evaluation is provided at the end of the programme of work (in a template/format to be agreed with HEE) including recommendations for further workstreams to ensure sustainability.

ESSENTIAL EXPERIENCE REQUIRED

1. Experience of HCS training in the physiological sciences at STP level.
2. An understanding of the physiological sciences workforce needs and how they can be met through STP programmes.
3. Either statutory or professional body registration within a physiological science specialism.

MANAGEMENT OF PROJECTS

Projects will be managed by the HCS leads within HEE.

WORKING PATTERN

The role will involve a combination of face to face, office, remote and online working in line with current HEE working patterns.

The post will be funded for 6 months as a fixed term or as a fixed term secondment. The post is remunerated at 0.5 WTE 8a banding. If seconded, the post-holder will be permitted to continue with clinical, teaching or research activity within their current role when not working on the project. Agreement with your current employer is essential for a secondment.

LEADERSHIP DEVELOPMENT

As a key part of their development, the post holder is expected to engage in the Leading through Education to Excellent Patient Care (LEEP) leadership development programme. This consists of a series of four webinars, the post holder will be awarded a certificate of attendance for each webinar and will need to complete all four webinars to become part of an alumni/faculty who will deliver to the next cohort.