

# The Consultant Biomedical Scientist - Experiences so far and future plans

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- Welcome to this session!
- Understanding the work that has taken place to date to establish roles for Consultant Biomedical Scientists
- Discuss plans for further developments
- Share the experience of some IBMS members who are already undertaking such roles



# Background: Establishing Consultant Biomedical Scientists

- Pressure NHS is under to meet the growing acute and chronic healthcare needs of the population
- Key to delivery of clinical services is a highly trained experienced, expert multi-professional workforce.
- Within clinical laboratory diagnostic services a number of reviews have highlighted shortages of medically qualified consultants

and

- It is now recognised that consultant scientists are well placed to help fill these gaps both in laboratory diagnostics or direct patient facing care or a mixture of both.



# IBMS Long Term Workforce Plan

In response to the NHS Workforce Plan 2023 the IBMS launched its Long-Term Biomedical Scientist Workforce Plan in September 2023

It presents a bold strategy for the UK to develop the biomedical scientist workforce to operate at the highest levels of practice through training, experience and professional qualifications throughout their career

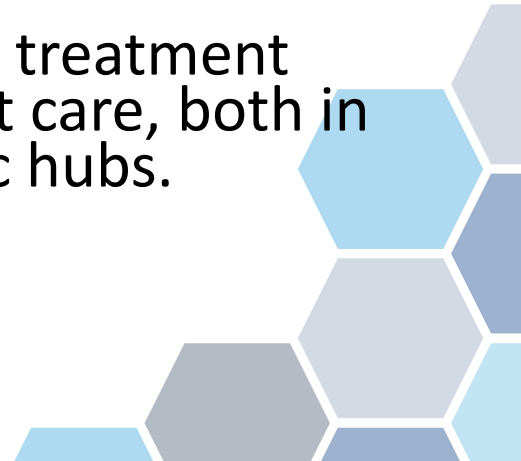


# IBMS Long Term Workforce Plan

- Encouraging the development of advanced and consultant-level practice for scientists working in the NHS across the UK

(which has been accepted at a slower pace within biomedical science than for e.g nursing and AHPs)

- NHSE has been instrumental in promoting such posts and the benefits to patient care of introducing advanced and consultant practice biomedical scientist roles across all pathology disciplines
- Including increased capacity for diagnosis and treatment monitoring through direct and indirect patient care, both in primary, secondary and community diagnostic hubs.



- Advanced clinical practice is delivered by experienced, registered health and care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making
- The Consultant practitioner role requires the postholder to deliver the highest level of expert clinical practice in their specialty and to lead for the profession in that specialty in practice, education and research.



# HCPC Statement on Advanced Practice

Updated Statement Issued by HCPC in May 2024

<https://www.hcpc-uk.org/news-and-events/blog/2024/updates-on-advanced-practice/>

In short – no regulatory barrier to scientists working in advanced practice roles.

Research did not identify any hard evidence of risks to service users

HCPC working with stakeholders to develop common understanding of what advanced practice is - but not stifling innovation or development of such roles.




# Development of IBMS Qualifications

- Histopathology and Cytology (discussed next speakers)
  - In recognition of the expanding pressures within haematology services and need for high-level and highly specialist training programmes to support medical colleagues the IBMS is launching two new Diploma of Expert Practice (DEP) in:
    - ❖ Haemostasis and Thrombosis
    - ❖ Red Cell Disorder
  - Similarly, a Diploma of Expert Practice is in development for Microbiology
- (DEP's provide an alternative more clinical based option to HSD)



## “Real-World” Examples

- There are biomedical scientists delivering consultant level practice without the title
  - Roles have been developing over the last 10+ years according to local need
  - Roles are quite diverse and capitalise on individual knowledge and skills
  - Achieved through experience/knowledge and many gaining a professional doctorate
  - History taking and physical examination training
- 

- Expertise and leading scientists in morphology and haemoglobinopathies
- Active clinical contribution and participation in Haematology MDT meetings
- Training all levels of medical and clinical staff
- Representing clinical services at high level within organisation
- Membership of national committees eg QA and specialism
- Research & development – presentation national/international
- Direct clinical care e.g bone marrows



# Haemostasis and Thrombosis

- Expert lead scientists for diagnostic service
- Clinical interpretation and consultancy roles
- Clinical leadership
- Education and training of all levels of medical & clinical staff
- Research & development of biomedical science (national & international)
- Membership expert working groups/professional societies
- Development professional/clinical guidelines
- Indirect and Direct patient care



- Experts in blood transfusion practice
- Clinical leadership
- Direct and indirect patient care (clinic and ward-based transfusion practitioners)
- Research and development
- National and international committees and presentation
- Development professional and clinical guidelines



# Development of IBMS Qualifications continued

- **Histopathology Reporting**
  - New pathway being developed in Placental Reporting – should be available later this year
- **Ophthalmic Pathology**
  - Updated version of existing ASD available this summer
- **Histological Dissection**
  - Revised ASD in Histological Dissection with new pathways in Gynaecological, Lung and Upper GI available very soon

# ASD the successes so far – Histopathology Reporting

	Bowel Screening	Cervical Screening	Dermatopathology	Gastrointestinal Pathology	Gynaecological Pathology
Stage A	1	3	6	5	4
Stage B	N/A	N/A	3	10	4
Stage C	N/A	N/A	3	4	5
Stage D	0	0	2	10	5
Awarded Certificate of Completion	0	0	4	17	8

- **Histological Dissection**
  - DEP in Histological Dissection - 264 passes since 2005
  - ASD in Histological Dissection
    - Breast Pathology – 19 passes
    - Lower Gastrointestinal Pathology – 15 passes
    - Urology - 1 pass

ASD in Cervical Cytology – 110 passes

DEP in Diagnostic Cytopathology - 67 passes

ASD in Diagnostic Cytopathology – 10 passes



# Funding to Support Advanced and Consultant Roles

In November 2020 the IBMS and the National School of Healthcare Science (NSHCS) in Health Education England (HEE) announced the availability of funding to support scientists working in England to undertake IBMS/Royal College of Pathologists (RCPATH) histopathology qualifications.

This funding was for around £1.5 million. The funding has now been expanded to include those in England on the.

- ASD in Histopathology Reporting
- ASD in Cervical Cytology
- DEP and ASD in Diagnostic Cytopathology
- DEP and ASD in Histological Dissection
- Higher Specialist Diploma





# Position Statement – Reporting Roles

Reporting Role	Reporting	Reporting Qualification	Banding (AfC)
<b>Consultant in Histopathology</b>	Gastrointestinal histopathology Gynaecological histopathology Dermatopathology	Advanced Specialist Diploma in Histopathology Reporting	Band 8c-8d
<b>Advanced Clinical Practitioner in Histopathology</b>	Gastrointestinal histopathology Gynaecological histopathology Dermatopathology	May be studying for Advanced Specialist Diploma in Histopathology Reporting	Band 8a-8b
<b>Consultant in Cervical Cytopathology</b>	Cervical cytopathology	Advanced Specialist Diploma in Cervical Cytology	Band 8c-8d
<b>Cervical Cytopathology senior scientist / manager</b>	Cervical cytopathology	May be studying for Advanced Specialist Diploma in Cervical Cytology or Non-Gynaecological Cytology	Band 7-8b
<b>Consultant in Diagnostic Cytopathology</b>	Non-gynaecological cytopathology	Advanced Specialist Diploma in Non-Gynaecological Cytology	Band 8c-8d
<b>Diagnostic Cytopathology senior scientist / manager</b>	Non-gynaecological cytopathology	May be studying for Advanced Specialist Diploma in Non-Gynaecological Cytology	Band 7-8b
<b>Advanced Clinical Practitioner in Ophthalmic Pathology</b>	Ophthalmic histopathology	Advanced Specialist Diploma in Ophthalmic Pathology	Band 8a-8b

# Position Statement – Histopathological Dissection

Dissection Role	Dissection	Dissection Qualification	Banding (AfC)
<b>Specialist Scientist Dissector</b>	Category A, B and many of Category C	None	Band 6
<b>Expert Scientist Dissector</b>	Category Band C, some Category D&E	Diploma of Expert Practice in Histological Dissection	Band 7
<b>Advanced Scientist Dissector /dissection manager</b>	Cat D and E	Advanced Specialist Diploma in Histological Dissection	Band 8A/8B

# Development of Roles and Challenges

- Identification of need
- Multi-professional Workforce planning
- Acceptance of new roles
- Roles part of department (not individual)
- Succession planning



# ? Clinical Focused Career – Build Knowledge

- Early years – drive, determination and enthusiasm in developing scientific and clinical knowledge and skills in specialism
- Enquiring mind/ask questions
- Build clinical knowledge (investigate abnormal results)
- Teach/lecturer
- Clinical case presentations/attend MDT's
- Attend specialisms local, national, international meetings
- Present at above
- Career cross-roads – wanting to follow a career pathway with main focus on continuing to develop expertise in scientific and clinical patient care to the highest level



# Examples of Consultant Scientists

- Rachel Gooch – Histological Dissection (Breast) and Histopathology Reporting (Gastrointestinal)
- Monika Bhardwaj – Cervical Cytology



# Consultant Biomedical Scientists – The Future

- Growing acceptance of Scientists Consultant Level Roles.
- IBMS continues to support its members through the development of appropriate qualifications.
- IBMS continues to successfully promote the benefits that Consultant Biomedical Scientists bring to the NHS and patient care.

