

How do I apply to the Scientific Training Programme?

Dr Martin Stout

**Programme Director for Cardiac, Critical Care,
Respiratory and Sleep Sciences.**

Manchester Metropolitan University.

Clinical Researcher in Cardiac Physiology.

University Hospital South Manchester.



Trainee Clinical Scientists

Exciting opportunities to use your science degree for patient and public benefit

Salary c. £25, 000 plus location allowance where applicable, 3 year, full time training

Healthcare Science is one of the most exciting and dynamic areas to work in. Join a unique team who are inspired to apply their exceptional scientific knowledge and skills to the prevention, diagnosis and treatment of disease and the rehabilitation of patients.

Excellent training opportunities are offered within this national postgraduate training programme located in hospitals and health services throughout England and Wales. This is a three-year postgraduate programme and successful candidates will be employed by an NHS Trust or other healthcare provider for the duration of their training. Trainees are also enrolled for a fully funded part time vocational master's degree in their chosen specialism.

Posts are normally available within one of the following areas:

- **Life sciences** – infection sciences, clinical biochemistry, haematology/transfusion science, immunology, histopathology, cytopathology, reproductive science, genetic sciences, genetic counselling
- **Physiological sciences** - audiology, neurophysiology ophthalmic and vision sciences, cardiac science, respiratory and sleep sciences, vascular science, gastrointestinal physiology and urodynamic sciences, critical care science
- **Physical Sciences** - Clinical Engineering (rehabilitation engineering, clinical measurement and development, device risk management and governance), Medical Physics (radiation safety, radiotherapy physics, imaging with ionising radiation, imaging with non-ionising radiation), Clinical Pharmaceutical Science
- **Clinical Bioinformatics Informatics** – genomics, physical sciences, health informatics

Some of the areas may be grouped into themes for application purposes. Posts are due to start in September 2016.

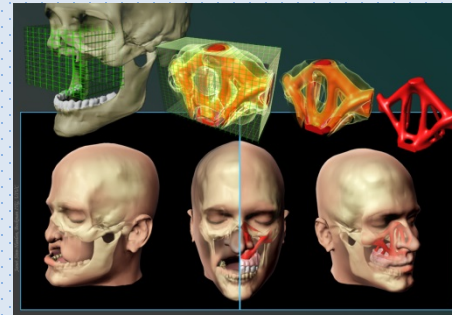
*To apply and for full information about the opportunities available and details of the qualifications and experience you need please visit <http://www.nshcs.org.uk/stp-recruitment>

**Please note applications for STP will open during January 2016*

For Scientist Training Programme (STP) specialism and career information please visit Health Careers at www.healthcareers.nhs.uk/stp

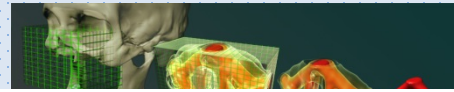


Before you even consider an application



Before you even consider an application

***THIS IS VITALLY IMPORTANT.
YOU NEED AN UNDERSTANDING OF
THE TRAINING PROGRAMME AND
YOU NEED TO UNDERSTAND THE
SPECIALIST AREA YOU WANT TO STUDY
GIVING GOOD REASONS WHY***



The application.

<http://www.nshcs.org.uk/stp-recruitment>

National Recruitment process 2016 timetables to be confirmed

Due to ongoing discussions regarding spending priorities for the NHS subsequent to the recent Government Spending Review, there may be a potential delay to the opening of applications for the Scientist Training Programme (STP) for 2016.

Any dates previously advertised are currently under review and may be subject to change whilst the details of the posts available are finalised although we are still aiming to be open for applications at some point in January 2016.

Anyone interested in applying for this programme should continue to visit the NSHCS recruitment web pages regularly for further information and as soon as details of the posts are confirmed a revised recruitment timetable will be published.

We do not anticipate changes to the Higher Specialist Scientific Training (HSST) recruitment process at this time but will confirm if any changes are required.

Things to consider regarding the application.

- Eligibility.
- Entry.
- Procedure:
 - Are you appropriately qualified and suitable?
 - Scientific and leadership skills, motivation for application, background.
 - Aptitude – numeric and logic.
- Shortlisting nationally.
- Interviews.



Eligibility...

Good honours degree in relevant scientific subject area (1st class or 2:1)



Essential

2:2 may be considered if supplemented by MSc or PhD.

Research experience e.g. higher degree (MSc / PhD) or equivalent evidence through scientific or academic capability.



Desirable



MODERNISING SCIENTIFIC CAREERS

GENERIC JOB DESCRIPTION

Trainee Healthcare Scientist {Pathway}

Name of employing trust:	{XXXXXXXX}
Location:	Based in host training department with regular travel to academic institution and rotation into hospitals usually local to host department for completion of curriculum and learning outcomes
Job Title:	Trainee Healthcare Scientist {pathway}
Grade:	Agenda for Change Band 6
Responsible to:	Designated Training Coordinator/Officer
Accountable to:	Head of Department
Tenure:	3 years fixed term (supernumerary)
Hours of work:	37.5 hours per week.
Liases with:	Liases with other technical and scientific staff of department/section, and other Trainee Healthcare Scientists across a wide range of departments.
Key Working Relationships:	<p>The trainee will work closely with the training coordinator and more senior members of staff to follow the curriculum for the MSC Scientist Training Programme.</p> <p>The trainee will work in specified areas of the department and be responsible to the Designated Training Coordinator for their own work and progression through the scheme.</p> <p>All trainees will be expected to travel to national academic and other courses regularly throughout their training - in some cases this may involve overnight stay. Trainees will undertake a master's degree course at a designated academic institution specific for the training pathway.</p> <p>Trainees will be expected to rotate both through the host department, as well as through other local scientific services, in order to complete the required pathway work based curricula.</p> <p>Trainees will be a part of a national training programme and will be registered with the National School of Healthcare Science based in the West Midlands Multi-professional Workforce Deanery</p>

Read the generic job description. This is where you will find out exactly what the role requires.



Core Person Specification for STP

	Core person Specification for STP	ASSESS BY
QUALIFICATIONS	<p>Applicants must have an honours degree (1st or 2.1) in a pure or applied science relevant to the specialism for which they are applying. Applicants with a relevant 2.2 degree will also be considered if they have an MSc or PhD in the specialism for which they are applying.</p> <p>For all candidates evidence of research experience, e.g. in the form of a higher degree or equivalent evidence of scientific and academic capability, is considered desirable.</p>	A
SCIENTIFIC SKILLS demonstrated in a work or study context	A passion for (committed, in depth interest in and enjoyment of) scientific practice and its application to direct clinical care of patients in a clinical environment.	A&I
	Ability to design research investigations and experiments Ability to analyse and assess scientific, technical and medical literature. Ability to make judgements, including clinical judgements involving facts or situations that impact on patients.	A&I
	Have an understanding of quality in a science or laboratory context.	A & I
	Ability to develop proficiency in the performance of routine and complex techniques currently in use where they are training (ability to follow Standard Operating Procedures accurately) and the ability to develop and validate new techniques	A&I
	Able to identify problems associated with scientific equipment, inappropriate testing, incompatible results and to investigate these, plan corrective action confirming appropriateness with senior colleagues and follow up. (Ability to use, maintain and troubleshoot scientific equipment.)	I
	Has an understanding of the role of their chosen specialism in healthcare and disease and its application in a healthcare setting.	I
	Good IT skills and knowledge of common computing packages for word processing, spreadsheets, presentation packages and databases.	A&I
	Ability to analyse complex information comprising laboratory or workshop data, images and clinical details. Knowledge acquired through study and experience to formulate appropriate advice and judgements	A&I
TRANSFERABLE SKILLS demonstrated in study, work or non-work contexts	<p>Excellent interpersonal and communication skills, both written and verbal, in order to:</p> <ul style="list-style-type: none"> explain analytical, scientific and clinical aspects of the work to a variety of people including scientific colleagues, clinical professionals, service managers and patients and to listen to their needs. make formal presentations to groups of colleagues 	A&I
	Good active listening skills to build rapport with listener to encourage an open discussion	A&I

	Core person Specification for STP	ASSESS BY
TRANSFERABLE SKILLS (Cont)	Self aware and flexible enough to adopt a range of evaluative or empathising listening styles according to the needs of the listener and the situation	A,I&R
	Ability to work autonomously in the planning and execution of their own work and under the guidance of their Departmental Supervisors. Flexibility to acquire the skills to organise, plan and monitor the workload of others	A&I
	Demonstrable ability to lead others	A&I
	Under guidance develops good interpretative skills in the formulation of advice to multi-disciplinary team members on diagnosis and appropriate treatment of patients	A&I
	Good personal organisational skills	R
	Effective team worker, willing to adopt a role working in collaboration with others.	R
	Ability to handle patient samples, hazardous reagents and chemicals in a safe manner in accordance with Health and Safety regulations	A&I
PHYSICAL REQUIREMENTS <i>(Reasonable adjustments will be made in accordance with the Equality Act 2010)</i>	Ability to support patients (or their carers) including those with a range of acute or chronic clinical conditions and disabilities in a variety of healthcare settings	I
	Ability to work under pressure (emotional resilience and ability to prioritise and plan work)	R
	Good attendance record	R
	Ability to perform a wide range of duties according to the Job Description	R
	Highly developed co-ordination skills with good dexterity and hand-eye co-ordination and those skills required for the performance of fine analytical techniques	R
Ability to meet the travel requirements of the training role and the clinical rotations	A	

Likewise for the person specification.

Mode of entry.

Direct entry – most common

For those not in a substantive NHS position.

In-service – less common

For those who already hold a contract within the NHS.

Advantages and disadvantages to both methods.



Application procedure.

- Short online questions to ensure suitability.
- Numerical and logical reasoning aptitude tests – one chance!
 - *Both these sections must be passed before an applicant can continue their application.*
- Detailed questions relating to your skills and motivation for the programme.
- Shortlisting by National experts.
- Interviews conducted by National experts.

**NATIONAL RECRUITMENT TO THE SCIENTIST TRAINING PROGRAMME (STP)
GUIDANCE FOR APPLICANTS**

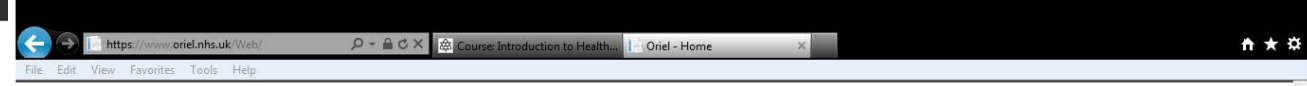
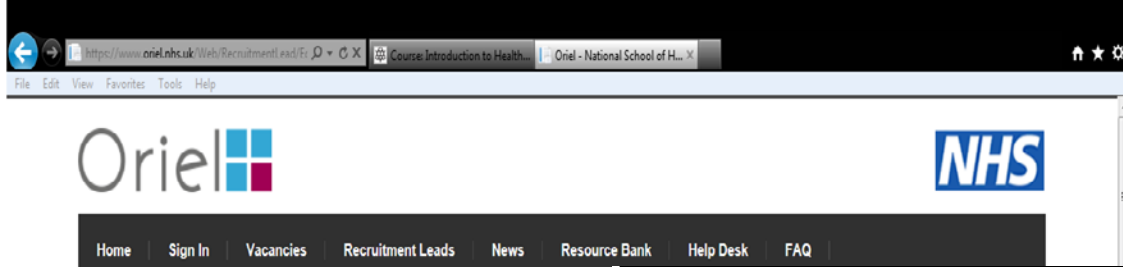
It is recommended that you read these in conjunction with the National School of Healthcare Science Frequently Asked Questions available on the National School of Healthcare Science website (<http://www.nshcs.org.uk/oversight-coordination/stp-recruitment>).

Common sense!!!!

NATIONAL RECRUITMENT TO THE SCIENTIST TRAINING PROGRAMME (STP)

GUIDANCE FOR APPLICANTS

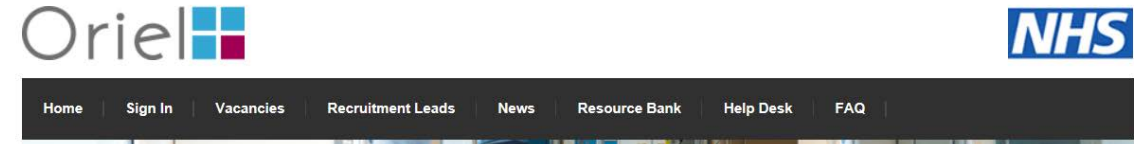
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Oriel - National School of Healthcare Science



Address
213 Hagley Road
Edgbaston
B16 9RO
Email
hcsappl
Enquiries



Oriel
Oriel is now live! Oriel is the new recruitment portal being used across all specialty recruitment.

- Sign-in
- Account Registration
- Applicant User Guide



- Profile
- Fitness to Practise
- Twitter

National School of Healthcare Science

As part of the Modernising Scientific Careers (MSC) programme, the National School of Healthcare Science (the School) was established in October 2011 to support the implementation and delivery of the new healthcare science education and training programmes and to comply with the structures within 'Liberating the NHS: Developing Healthcare Workforce - Policy 16077 (January 2012)' acting on behalf of the Chief Scientific Officer (CSO) for England. It also provides some elements of support for the three other UK health departments.

The aim of the new educational programmes is to train staff that will be able to work at the highest level in healthcare, understanding and advising on the most recent advances in technology and innovations in patient care, and to have the flexibility and adaptability to work across patient pathways enabling efficient and high quality care.

<https://www.oriel.nhs.uk/Web/RecruitmentLead/Edit/Mzg%3d>

The application questions – *from last year!*

- Your motivation and commitment to the training programme.
 - 200 words, why have you applied?, what is your motivation?, what will you gain in terms of career development?
- Your passion for science and technology.
 - How do you seek to implement constant improvement and innovation in your work studies?
- Values and behaviours.
 - Two values that are most important to deliver high-quality, safe and effective care to people – give examples of when you displayed these values.

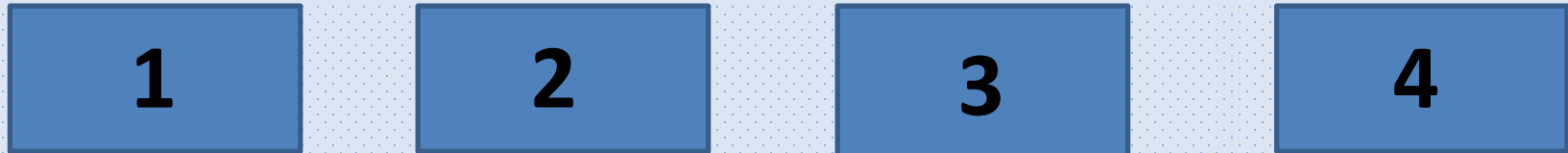


Questions cont... - *from last year!*

- Team working and leadership.
 - Working within a team but also influencing the outcomes, please show how you are a high achieving individual.
- Your knowledge of HCS and this training scheme.
 - What do you know about HCS and the fundamentals of the training scheme?

The Interviews.

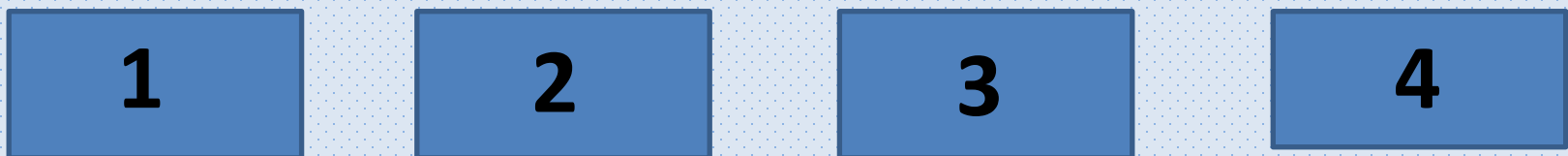
4 stations with 2 assessors on each station



Questions: designed by professional bodies and leading scientists.

Covering: healthcare science (general and specialism specific), NHS, attitudes, motivations, behaviour, leadership, research skills, understanding of HCS and communication.

Average scores taken for each station and those above set threshold selected



*Scientist Training Programme Recruitment 2015 Interview Timetables

Venue - Birmingham City Football Club, St. Andrew's Stadium, Birmingham B9 4RL

Week	Date	Theme	Specialism
1	23 March	Blood Sciences	Clinical Biochemistry
		Blood Sciences	Haematology & Transfusion Science
	24 March	Blood Sciences	Histocompatibility & Immunogenetics
		Blood Sciences	Clinical Immunology
	25 March	Cellular Sciences	Histopathology
		Cellular Sciences	Reproductive Science
		Infection Sciences	Clinical Microbiology
	26 March	Genetics	Genetics
	27 March	Clinical Bioinformatics	Genomics
Clinical Bioinformatics		Health Informatics Science	
2	13 April	Medical Physics	Medical Physics
	14 April	Medical Physics	Medical Physics
	15 April	Medical Physics	Medical Physics
	16 April	Medical Physics	Clinical Pharmaceutical Science
		Clinical Bioinformatics	Physical Sciences
	17 April	Clinical Engineering	Clinical Engineering
		Clinical Engineering	Reconstructive Sciences
3	20 April	CCVRS	Cardiac Science
	21 April	CCVRS	Vascular Science
		CCVRS	Critical Care Science
		CCVRS	Respiratory & Sleep Sciences
	22 April	CCVRS	Gastrointestinal Physiology
		Neurosensory	Neurophysiology
	23 April	Neurosensory	Audiology

* Note this is an indicative timetable and may be subject to change. Version 1.0 Dated 31 December 2014

How many candidates are selected?

Specialism	Employer		Posts	Additional Information	Travel
Cardiac Science	Central Manchester University Hospitals NHS Foundation Trust	North West	1		
	Chesterfield Royal Hospital Foundation Trust	East Midlands	1		May need to travel 30 miles for rotations
	County Durham & Darlington Foundation Trust	North East	1		Travel to N/Hants and Peterborough
	Doncaster and Bassetlaw Hospitals NHS Foundation Trust	Yorkshire & Humber	1		
	East Sussex Healthcare NHS Trust	Kent, Surrey & Sussex	1		
	Guy's and St Thomas' Hospitals NHS Foundation Trust	London	2		
	Heart of England NHS Foundation Trust	West Midlands	2		
	Leeds Teaching Hospitals NHS Trust	Yorkshire & Humber	1		
	Mid Yorkshire Hospitals NHS Trust	Yorkshire and Humber	1		
	Northampton General Hospital	East Midlands	1		
	Papworth Hospital NHS Foundation Trust	East of England	2		May need to travel to Addenbrookes
	Peterborough & Stamford Hospitals NHS Trust	East of England	1		
	Royal Brompton Hospital	London	1		
	Sandwell and West Birmingham Hospitals NHS Trust	West Midlands	1		
	The Royal Wolverhampton NHS Trust	West Midlands	1		
	University Hospital of South Manchester NHS Foundation Trust	North West	1		
	West Hertfordshire Hospitals NHS Trust	East of	1		Based at Addenbrookes
		England			
	Worcestershire Acute NHS Trust	West Midlands	1		
Total			21		

Commencing training.

- Complete pre-employment checks for NHS for September 2016 start.
- 1 month in workplace to complete inductions / familiarisations.
- Academic (Manchester) starts October 2016.
- Release from workplace to complete academic components.



NHS Scientist Training Programme (STP) Recruitment 2015

Frequently Asked Questions

For Applicants

**Issue 1.0
December 2014**