



**Manchester Academy for
Healthcare Scientist Education**

How do I apply to the Scientific Training Programme?

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Clinical Academic

Manchester Met University / Manchester University NHS FT



Trainee Clinical Scientists

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

Salary c. £26, 000 plus location allowance where applicable; 3 years 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. 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; histocompatibility and immunogenetics; clinical immunology; histopathology; cytopathology; reproductive science; genomics (formerly genetics); and genomic counselling (formerly genetic counselling).
- **Physiological Sciences** – audiology; neurophysiology; ophthalmic and vision sciences; cardiac science; respiratory and sleep sciences; vascular science; gastrointestinal physiology and urodynamic sciences; and 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); and clinical pharmaceutical science.
- **Bioinformatics Informatics** – genomics; physical sciences; and health informatics.

Some of the areas may be grouped into themes for application purposes. Posts are due to start in September 2018.

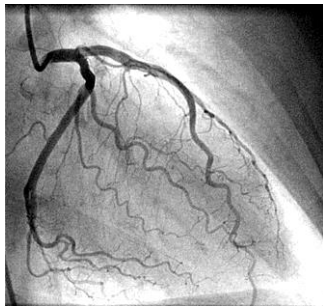
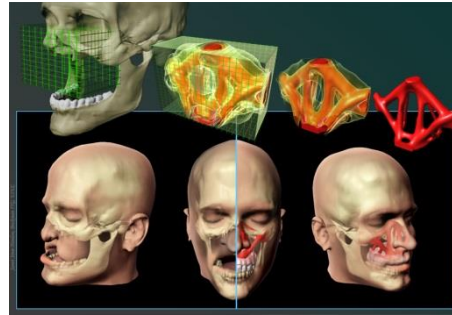
*To apply to the programme and for more information about the opportunities available and details of the qualifications and experience you need, please visit:

<http://www.nshcs.hee.nhs.uk/join-programme/nhs-scientist-training-programme>

***Please note applications for STP should open during January 2018.**

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

Before you even consider an application



{ National School of
Healthcare Science



**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>

Applying to the programme

Applications to the STP are due to open at 1.00pm on Wednesday 9 January 2019.

When to do your application

Make sure you give yourself plenty of time to complete/submit your application form and aptitude tests. Don't leave this until the last minute in case you encountered any problems. The School cannot guarantee that all queries will be answered during the last 48 hours of the application window. Data from the last four years of applications to the STP has shown that applicants who leave completion too late, sometimes end up missing the deadline for submissions entirely and are unable to apply to the programme.

The steps below will help you through the application process for the STP. These steps are applicable for both direct entry and in-service applications, which are both made via the online application portal. You can also read the [application guidance](#) for further information on applying to the STP.

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...

	Core Person Specification for STP
QUALIFICATIONS	<p>Applicants must have a 1st or 2.1 either in an undergraduate honours degree or an integrated master's degree in a pure or applied science subject relevant to the specialism for which they are applying. Applicants with a relevant 2.2 honours degree will also be considered if they have a higher degree¹ in a subject relevant to 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>

Modernising Scientific Careers

Generic job description – Trainee Healthcare Scientist {Pathway}

Name of designated organisation:	{xxxxxxx}
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
Liaises with:	Liaises 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/officer 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/Officer 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 and/or residential stays. Trainees will undertake a master's degree course at a designated academic institution specific for the training pathway. Trainees will be expected to rotate both through the host department, as well as through other local/regional/national 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 2018

	Core Person Specification for STP	Assess by
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SCIENTIFIC SKILLS Demonstrated in a work or study context	A committed, in depth interest in 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.	A & I
	Ability to make judgements, including clinical judgements involving facts or situations that impact on patients.	A & I
	Have an understanding of quality control and management assurance in a science or work based 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.	A & 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

¹ Higher degree as defined by the The Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies, link as follows; <http://www.qaa.ac.uk/en/Publications/Documents/qualifications-frameworks.pdf> (p.17). Please note this does not include Postgraduate diplomas or Postgraduate Certificates.

Likewise for the person specification.

TRANSFERABLE SKILLS Demonstrated in study, work or non-work contexts	Excellent interpersonal and communication skills, both writing and speaking in English language in order to:	A & I
	<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. 	
	Good active listening skills to build rapport with listener to encourage an open discussion.	A & I
	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
	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
PHYSICAL REQUIREMENTS (Reasonable adjustments will be made in accordance with the Equality Act 2010)	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

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 <https://www.trytalentq.com>
 - ***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

Scientist Training Programme (STP)
Applicant Recruitment Process Guidance for 2019

November 2018 – Release 1.0

**COMMON SENSE TO
READ THE GUIDANCE**

Recruitment Leads

WELCOME

National School of Healthcare Science (Applicants are encouraged to read all the contents below before applying).

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 16977 (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.

Further details and guidance on the training programmes can be found at; <http://www.nshcs.org.uk/>

Details on recruitment to these programmes can be found at; <http://www.nshcs.hee.nhs.uk/join-programme/nhs-scientist-training-programme>.

There can be regular updates to the recruitment webpages of the NSHCS website including post and specialism information. Applicants are advised to ensure they visit this link on a regular basis.

We strongly recommend that applicants do not leave submission of the application form and completion of the online tests to the last weekend before the closing date. Applicants are advised to complete both in a timely manner and as much as in advance to the closing date as they can. The National School of Healthcare Science will not be responsible for issues related to any system performance or other technical issues that could be as a result of a large number of users/applicants all accessing the system at the same time during the last week/weekend of the application window.

To ensure we are able to respond in a timely manner to all application stage related queries we will post a query deadline on the NSHCS website (<http://www.nshcs.hee.nhs.uk/join-programme/nhs-scientist-training-programme>). Please ensure you are aware of these dates as queries received outside of these timescales are highly unlikely to receive a response before the application window closes, it is therefore very important that applicants observe the deadlines outlined and complete their applications in a timely manner in order to avoid disappointment.

Please note our office hours are Monday to Friday 0900 to 1700 hours.

Please click on "Account Registration" below, in order to register. This will create a user account from which you can make your application. You can register on the portal as early as you wish but you will not be able to apply until the application window for the vacancy opens.

Once initial registration has been completed, applicants are advised to click on "Proceed to Applicant Registration". This will allow you to complete further registration details which will then be used to populate certain parts of the application form against any vacancy you are applying for. Please note that if you start to apply for a vacancy before you complete the full registration process, the information will not pre-populate into the application form.

To apply search on "Scientist Training Programme" from the vacancies menu and select the appropriate vacancy and click on "To Apply". Please note that there will be two vacancies for Scientist Training Programme displayed, one for direct entry and one for in service. Applicants should be careful to select the appropriate vacancy that reflects the route through which they are applying to the programme. Direct entry applicants can only apply for one vacancy. In service applicants are eligible to apply for both the In Service and Direct Entry vacancies.

Please note: In service applicants will be sent a code from their employers and will need this code in order to complete the in-service application form. Please note that most applicants are likely to apply to the direct entry vacancy as in service applicants will need to be nominated by their employer and already be working in the department of the specialism they want to train in.



Sign In

If you have already created an account, sign-in to make an application, update your profile and any applications in progress and track the status of submitted applications.

[Sign In](#)

Account Registration

You will need to create an account before you can apply to a vacancy. After registration, you will be able to make one or more applications and track their progress.

[Register Now](#)

User Guide(s)

Important information to assist you in the use of the Oriel recruitment system and making an application.

[Download Now](#)

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

Programme		Pathway	Advertised Posts
Blood Sciences			
	Clinical Biochemistry		18
	Clinical Immunology		6
	Haematology		2
	H&I		6
CCVRS Sciences			
	Cardiac		30
	Critical Care		0
	Respiratory & Sleep		9
	(Vascular)		(14)
Cellular Sciences			
	Andrology		4
	‘Reproductive Science’		6
	Histopathology		1
Clinical Bioinformatics			
	Genomics		16
	Health Informatics		7
	Physical Sciences		7
Clinical Pharmaceutical Science			6
Genomic Sciences			
	Cancer Genomics		11
	Genomics		17
	Genomic Counselling		17
Neurosensory Sciences			
	Audiology		11
	Neurophysiology		2
Reconstructive Science			6

Only programmes within MAHSE are listed here (as of 07/01/19) – for all programmes visit the NSHCS website.

Some of the posts will be subject to change during the recruitment period – NSHCS recommend you check the information prior to making your application

STP 2019 Available positions

Note: Posts available may be subject to change during the recruitment process. Applicants should check this information on a regular basis to ensure they are aware of the most up to date position when making their application.

Additional information and travel requirements are provided if we have them, more information will be added when it is received. It is likely that you will need to travel to other hospitals in the region. There will also be a requirement to travel to University.

Specialism	Employer	Region	Posts	Additional Information
Cardiac Science	Brighton & Sussex University Hospitals NHS Trust	South	2	
Cardiac Science	The Great Western Hospital NHS Foundation Trust	South	1	
Cardiac Science	Royal Papworth Hospital NHS Foundation Trust	Midlands and East	1	It is planned that the Royal Papworth Hospital will move to its new location on the Cambridge Biomedical Campus in May 2019. The hospital was originally due to move in April 2018.
Cardiac Science	Cambridge University Hospitals NHS Foundation Trust	Midlands and East	1	
Cardiac Science	East Kent Hospitals NHS Foundation Trust	South	1	Potential travel between sites. Vascular rotation is at Canterbury.
Cardiac Science	Royal Brompton and Harefield NHS Foundation Trust	London	2	1st Year Vascular rotations will be at Barts and Imperial College (both within 5 miles of RBH). 1st Year Respiratory rotation will be at King's College Hospital (within 7 miles of RBH). In Year 3, we offer the CRM specialist pathway only (not echocardiography).
Cardiac Science	Manchester University NHS Foundation Trust	North	3	
Cardiac Science	Barts Health NHS Trust	London	1	During the course of the programme, students may be required to rotate across the hospital sites of Barts Health to experience healthcare in different settings and centres.
Cardiac Science	Royal Free London NHS Foundation Trust	London	2	Work predominantly undertaken at Barts Hospital.
Cardiac Science	Guy's and St Thomas' NHS Foundation Trust	London	2	Cardiac Science - posts in CRM and Echocardiography.
Cardiac Science	County Durham and Darlington NHS Foundation Trust	North	1	The Main base will be in Durham, however travel to Darlington will be necessary as part of the training programme, as well as a short clinical attachment in Newcastle.
Cardiac Science	Newcastle upon Tyne Hospitals NHS Foundation Trust	North	2	Newcastle-upon-Tyne Hospitals have a staff mini bus that rotates between trust hospitals during normal working hours.
Cardiac Science	Oxford University Hospitals NHS Foundation Trust	South	1	Travel between two sites, Oxford and Banbury.

STP Locations by specialism 2019 v6.0 – 2 January 2019

Cardiac Science	University Hospital Southampton NHS Foundation Trust	South	1	Most rotations at large tertiary centre UHS, and very occasional day observations at local south coast hospitals.
Cardiac Science	Shrewsbury and Telford Hospital NHS Trust	Midlands and East	1	
Cardiac Science	The Royal Wolverhampton NHS Trust	Midlands and East	1	The main base is in New Cross. If going to Cannock is necessary, there is a staff shuttle bus.
Cardiac Science	University Hospitals Birmingham NHS Foundation Trust	Midlands and East	3	This post will be based at the Queen Elizabeth Hospital, which is part of UHB NHS Foundation Trust. Rotations in the 1st year will all be in Birmingham but some elements may be at different hospital sites so that the best training can be delivered and trainees get to experience a variety of clinical environments.
Cardiac Science	York Teaching Hospital NHS Foundation Trust	North	1	All rotations will be delivered by the cardio-respiratory department at York Hospital.
Cardiac Science	Rotherham Doncaster and South Humber NHS Foundation Trust	North	1	Mainly based at Rotherham NHS Foundation Trust but the Vascular placement will be delivered at Sherwood Forest Hospitals in Mansfield (which is approximately 35 minute drive away). In year 2, some interventional cardiology modules will be delivered by the local tertiary centre.
Cardiac Science	Leeds Teaching Hospitals NHS Trust	North	1	
Cardiac Science	Mid Yorkshire Hospitals NHS Trust	North	1	You will be primary based at Pinderfields; however your rotation in Respiratory and Sleep Sciences is likely to be at Pontefract General Infirmary. We offer a free shuttle bus service between all three sites.
Total			30	

The application questions – *previous examples*

- 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'd...

- 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

1

2

3

4

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

1

2

3

4

Important dates

Direct Entry

Applications	Online tests	Shortlisting	Interviews	Outcomes	Training
Applications open - Wednesday 9 January 2019 at 13:00	Online test completion closes - Monday 11 February 2019 at 17:00	Shortlisting occurs between Thursday 14 February - Tuesday 5 March 2019	Interviews held: <ul style="list-style-type: none">• w/c 1 April 2019• w/c 8 April 2019• w/c 29 April 2019	Initial offers out: should be no later than 28 May 2019	Start date: September 2019
Applications close - Friday 8 February 2019 at 17:00				Employers informed of offer outcomes during May - June 2019	
				Local employment processes during June - August 2019	

In Service

Applications	Online tests	Interviews	Outcomes	Training
Applications open - Wednesday 9 January 2019 at 13:00	Online test completion closes - Wednesday 6 March 2019 at 17:00	Interviews held: <ul style="list-style-type: none">• w/c 1 April 2019• w/c 8 April 2019• w/c 29 April 2019	Initial offers out: should be no later than 28 May 2019	Start date: September 2019
Applications close - Tuesday 5 March 2019 at 17:00			Employers informed of offer outcomes during May - June 2019	
			Local employment processes during June - August 2019	

STP 2019 interview timetable

The Scientist Training Programme 2019 interviews will be held at the **Birmingham City Football Club, St.Andrew's Stadium, Birmingham B9 4RL**. The details below may be subject to change so please check this information prior to attending an interview.

Week	Date	Theme	Specialism
1	Monday 1 April	Blood Sciences	Clinical Biochemistry
		Infection Sciences	Microbiology
	Tuesday 2 April	Blood Sciences	Haematology and Transfusion Science
			Histocompatibility and Immunogenetics
			Clinical Immunology
	Wednesday 3 April	Cellular Sciences	Andrology
			Histopathology
			Reproductive Science
	Thursday 4 April	Genomic Sciences	Cancer Genomics (Molecular Pathology)
			Genomic Counselling
	Friday 5 April	Genomic Sciences	Genomics
2	Monday 8 April	Medical Physics	Medical Physics
	Tuesday 9 April	Medical Physics	Medical Physics
	Wednesday 10 April	Medical Physics	Medical Physics
		Clinical Pharmaceutical Science	Clinical Pharmaceutical Science
	Thursday 11 April	Clinical Bioinformatics	Clinical Bioinformatics (Genomics)
			Clinical Bioinformatics (Physical Sciences)
			Clinical Bioinformatics (Health Informatics)
	Friday 12 April	Clinical Bioinformatics	Clinical Bioinformatics (Health Informatics)
		Clinical Engineering	Clinical Engineering
			Reconstructive Science
3	Monday 29 April	CCVRS	Cardiac Science
	Tuesday 30 April	CCVRS	Cardiac Science
			Vascular Science
	Wednesday 1 May	CCVRS	Respiratory and Sleep Sciences
			Gastrointestinal Physiology
			Urodynamic Science
	Thursday 2 May	Neurosensory	Neurophysiology
			Audiology
			Ophthalmic and Vision Sciences

How many candidates are selected?



STP 2019 Available positions

Note: Posts available may be subject to change during the recruitment process. Applicants should check this information on a regular basis to ensure they are aware of the most up to date position when making their application.

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	Genomics	17
	Genomic Counselling	17
Neurosensory Sciences		
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Commencing training

- Complete pre-employment checks for NHS for September 2019 start
- 1 month in workplace to complete inductions / familiarisations
- Academic (Manchester) starts Sept/Oct 2018
- Release from workplace to complete academic components



Join a programme

NHS Scientist Training Programme

About the programme

Entry requirements

Applying to the programme

STP 2018 Specialisms by location

Important dates

Open days

University providers

What our trainees say

You are here: [Home](#) ▶ [Join a programme](#) ▶ [NHS Scientist Training Programme](#) ▶ Frequently asked questions

Questions about the Scientist Training Programme

In addition to the 'most popular' frequently asked questions below, we recommend that you read through the full [STP 2018 Frequently Asked Questions](#) and the [STP 2018 Guidance for Applicants](#). We also recommend that applicants read through all of the information on the [STP Join a programme](#) webpages.

Most popular

[I am from outside of the UK; do I have the right to work in the UK?](#)

[What is the recruitment process?](#)

[How should I complete the online aptitude tests?](#)

[What is a relevant degree?](#)

[What do I need to be eligible for the STP?](#)

[What can I expect at my interview?](#)

Click on the tabs below for further information about the Scientist Training Programme.

About the STP

[Applying to the STP](#)

[Entry requirements](#)

[Shortlisting and interviews](#)

Thanks for listening

QUESTIONS?