The Consultant Biomedical Scientist - Experiences so far and future plans

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Introduction

• 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.
• 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 disciples

• 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.
Updated Statement Issued by HCPC in May 2024


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
Blood Transfusion

• 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
• 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

<table>
<thead>
<tr>
<th></th>
<th>Bowel Screening</th>
<th>Cervical Screening</th>
<th>Dermatopathology</th>
<th>Gastrointestinal Pathology</th>
<th>Gynaecological Pathology</th>
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<tr>
<td>Stage A</td>
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Other Qualifications

• 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 (RCPPath) 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

<table>
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<tr>
<th>Reporting Role</th>
<th>Reporting</th>
<th>Reporting Qualification</th>
<th>Banding (AfC)</th>
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<tbody>
<tr>
<td>Consultant in Histopathology</td>
<td>Gastrointestinal histopathology</td>
<td>Advanced Specialist Diploma in Histopathology Reporting</td>
<td>Band 8c-8d</td>
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<tr>
<td></td>
<td>Gynaecological histopathology</td>
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<td></td>
<td>Dermatopathology</td>
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<tr>
<td>Advanced Clinical Practitioner in Histopathology</td>
<td>Gastrointestinal histopathology</td>
<td>May be studying for Advanced Specialist Diploma in Histopathology Reporting</td>
<td>Band 8a-8b</td>
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<tr>
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<td>Gynaecological histopathology</td>
<td></td>
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<tr>
<td></td>
<td>Dermatopathology</td>
<td></td>
<td></td>
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<tr>
<td>Consultant in Cervical Cytopathology</td>
<td>Cervical cytopathology</td>
<td>Advanced Specialist Diploma in Cervical Cytology</td>
<td>Band 8c-8d</td>
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<td>Cervical Cytopathology senior scientist / manager</td>
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<td>May be studying for Advanced Specialist Diploma in Cervical Cytology or Non-Gynaecological Cytology</td>
<td>Band 7-8b</td>
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<td>Consultant in Diagnostic Cytopathology</td>
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<td>Advanced Specialist Diploma in Non-Gynaecological Cytology</td>
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<tr>
<td>Diagnostic Cytopathology senior scientist / manager</td>
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<tr>
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<td>Band 6</td>
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<td>Expert Scientist Dissector</td>
<td>Category Band C, some Category D&amp;E</td>
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<td>Cat D and E</td>
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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.