



Institute of Biomedical Science

Position Statement on Role Requirements and Banding for Scientists undertaking Reporting within Cellular Pathology departments

In response to service need, and with the support from all UK health departments, the Institute of Biomedical Science and the Royal College of Pathologists have jointly developed and introduced a UK wide recognised training and examination framework to enable the scientist workforce to take on certain functions that have previously been the sole responsibility of medically qualified staff.

These evolving scientist roles are increasingly accepted and relied on throughout the UK and demonstrate the value of a flexible scientist workforce as a means of meeting increasing workload demands on histopathology and cytopathology services. The IBMS/RCPATH professional qualifications in histopathology and cytopathology support the standardisation of training and practice of scientist reporters.

As an aid to departments wishing to utilise the opportunities offered by scientist reporter roles the Institute has described in outline the expected job content, the qualifications required for each role and the appropriate Agenda for Change (or equivalent) pay grade. This guidance does not differentiate between registered biomedical scientists and registered clinical scientists as either registrant may qualify and undertake these reporting roles. As such, the clinical scientist reporting Agenda for Change job profile is appropriate for individuals on either Health and Care Professions Council (HCPC) register.

The Advanced Specialist Diploma in Histopathology Reporting

Enables scientists to demonstrate the scientific and clinical knowledge underpinning the practice of the reporting of simple to highly complex cases of either gastrointestinal tract, gynaecological tract or dermatopathology specimens, and the practical competence required to accurately report all specimens whether benign or malignant

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within these sample types. It also enables the scientist to represent the department at multidisciplinary team meetings in the relevant specialty.

This qualification recognises the advanced knowledge and skills of highly experienced dissectors and reporters who are competent to handle a range of cases, from simple to the most complex, and who have extensive knowledge of the associated pathologies. The award of this Diploma evidences knowledge and expertise within the field of practice equivalent to that of a medical consultant.

The Advanced Specialist Diploma in Ophthalmic Pathology

Enables scientists to demonstrate the scientific and clinical knowledge underpinning the practice of dissecting and reporting selected ophthalmology pathology samples.

This qualification recognises the advanced knowledge and skills of highly experienced scientists who have extensive knowledge of ophthalmic pathology. The award of this Diploma acknowledges **the highest levels of knowledge and expertise** within the field of practice.

The Advanced Specialist Diploma in Cervical Cytology

Enables scientists to demonstrate the scientific and clinical knowledge underpinning the practice of cervical cytology and the practical competence required to screen, interpret and report normal and abnormal cervical cytology results and recommend patient management. It also enables the scientist to represent the department at multidisciplinary team meetings and participate in cervical cancer case reviews.

This qualification recognises the advanced knowledge and skills of highly experienced scientists who have extensive knowledge of cervical cytology. The award of this diploma acknowledges **the highest levels of knowledge and expertise** within the field of practice.

The Advanced Specialist Diploma in Non-Gynaecological Cytology

Enables scientists to demonstrate the scientific and clinical knowledge that underpins the assessment and reporting of negative and malignant exfoliative diagnostic (non-gynaecological) cytology specimens; namely, respiratory samples, urinary tract samples and serous effusions. It also enables the scientist to represent the department at multidisciplinary team meetings as well as provide Rapid On-Site Evaluation (ROSE) at fine needle aspiration clinics in order to evaluate adequacy and triage material appropriately.

This qualification recognises the advanced knowledge and skills of highly experienced scientists who have extensive knowledge of diagnostic cytology. The award of this diploma acknowledges **the highest levels of knowledge and expertise** within the field of practice.

The Diploma of Expert Practice in Non-Gynaecological Cytology

Provides evidence of the scientific and clinical knowledge that underpins the practice of non-gynaecological cytology and the practical competence required to prepare and report a defined range of negative diagnostic (non-gynaecological) cytology specimens. The award of this diploma acknowledges **expert professional skills and knowledge** in diagnostic cytology.

The acquisition of this qualification equips scientists with the knowledge and skills required to report a range of benign diagnostic cytology samples, namely respiratory samples, urinary tract samples and serous effusions and consequentially liberate a significant proportion of pathologist time.

Summary of Reporting Roles

Consultant Scientists in Histopathology

Consultant scientists in histopathology reporting are Health and Care Professions Council (HCPC) registered and work at the most senior level within histopathology laboratories, alongside consultant medical histopathologists. Consultant scientists are able to independently report the entire range of specimens included within their specialty curriculum, including screening samples. The number and range of samples reported is agreed locally according to service need and job planning. They provide teaching to scientists and trainee pathologists and will also represent the department at multidisciplinary team meetings in the relevant specialty.

They **must have obtained** the Institute's Advanced Specialist Diploma (ASD) in Histopathology Reporting and been awarded their Certificate of Completion of Training (CCT) from the Royal College of Pathologists.

The expected Agenda for Change pay band would be a minimum Band 8c (or equivalent).

There may be a local provision for a step-by-step progression within pay banding to correlate with success in the A to D stages of training for the consultant scientist reporting role.

Advanced Clinical Practitioner in Histopathology

Advanced Clinical Practitioners in histopathology are Health and Care Professions Council (HCPC) registered and work at a senior level within histopathology laboratories, under the supervision of consultant medical histopathologists.

They may be studying for the Institute's ASD in Histopathology Reporting in either gastrointestinal pathology, gynaecological pathology or dermatopathology. They may also report cases under consultant supervision as part of quality assurance measures.

If working in advanced practice relating to specimen dissection, they **must have obtained** the Institute's Diploma of Expert Practice (DEP) in Histological Dissection.

As expert dissectors, they may hold or be studying for the Institute's ASD in Histological Dissection in either lower gastrointestinal pathology, breast pathology or urological pathology.

The expected Agenda for Change pay band would be a minimum band 8a (or equivalent), depending on the current scope of practice (refer to the IBMS position statement on histological dissection roles).

Consultant Scientists in Cervical Cytopathology

Consultants in cervical cytopathology reporting are Health and Care Professions (HCPC) registered and work at the most senior level within cytopathology laboratories, alongside consultant medical cytopathologists. They will represent the department at multidisciplinary team meetings, participate in cervical cancer audits and provide teaching to scientists and trainee pathologists.

They **must have obtained** the Institute's Advanced Specialist Diploma (ASD) in Cervical Cytology. The expected Agenda for Change pay band would be a minimum band 8c (or equivalent).

Cervical Cytopathology Senior Scientist / Manager

Senior scientists and managers in cervical cytopathology reporting are Health and Care Professions (HCPC) registered and work at a senior level within cytopathology laboratories, under the supervision of consultant medical cytopathologists.

They may be studying for the Institute's ASD in Cervical Cytology. The expected Agenda for Change pay band would be band 7-8b (or equivalent). The exact grade will be determined by

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the size of department and complexity of the role in respect of management responsibilities, potentially across more than one site.

Consultant in Diagnostic (Non-Gynaecological) Cytopathology

Consultants in diagnostic cytopathology reporting are Health and Care Professions (HCPC) registered and work at the most senior level within cytopathology laboratories, alongside consultant medical cytopathologists. They will be independently reporting non-gynaecological cytopathology samples, represent the department at multidisciplinary team meetings, provide Rapid On Site Evaluation (ROSE) adequacy assessment at a range of fine needle aspiration clinics and deliver teaching to scientists and trainee pathologists.

They **must have obtained** the Institute's Advanced Specialist Diploma (ASD) in Non-Gynaecological Cytology. The expected Agenda for Change pay band would be a minimum band 8c (or equivalent).

Diagnostic Cytopathology Senior Scientist / Manager

Senior scientists and managers in diagnostic cytopathology reporting are Health and Care Professions (HCPC) registered and work at a senior level within cytopathology laboratories, under the supervision of consultant medical cytopathologists.

They may be studying for the Institute's Advanced Specialist Diploma (ASD) in Non-Gynaecological Cytology. They may hold or be studying for the Institute's Diploma of Expert Practice (DEP) in Non-Gynaecological Cytology.

The expected Agenda for Change pay band would be band 7-8b (or equivalent). The exact grade will be determined by the size of department and complexity of the role in respect of management responsibilities, potentially across more than one site and also the qualification and associated level of autonomous practice.

Advanced Clinical Practitioner in Ophthalmic Pathology

Advanced Clinical Practitioners in Ophthalmic Pathology reporting are Health and Care Professions (HCPC) registered and work at an expert level within their field, alongside consultant medical histopathologists.

They **should have obtained** the Institute's Advanced Specialist Diploma (ASD) in Ophthalmic Pathology. The expected Agenda for Change pay band would be minimum 8a (or equivalent).

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

Note: Roles that incorporate both histopathology and cytopathology reporting may be graded above Band 8C.