



BMS Dissection Training School Evaluation

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Introduction

The Scottish Pathology Network (SPAN) developed a Scottish training school for Biomedical Scientists (BMS), to enable scientists to become tissue dissectors. Enabling BMS to undertake what has historically been a medical role has the potential to release medical time from tissue dissection work to diagnostic reporting or other clinical work.

BMS Dissection already takes place in most Pathology departments across Scotland, at variable levels. A data collection exercise undertaken in 2016/17 determined that, of the dissection time commitment in Scotland, 21% is delivered by BMS staff. SPAN's long term goal is to increase BMS Dissection to enable medical time to be released from dissection to diagnostic reporting or other clinical work. This is a key deliverable in the Scottish Government's National Delivery Plan for Healthcare Science – to develop sustainable services through workforce modernisation.

The first BMS Dissection Training School took place during **14th-18th May 2018** at the Queen Elizabeth University Hospital, Glasgow. The School presented the ideal opportunity to enable new dissectors to obtain initial training in the practicalities of dissection, and also become familiar with the principles and clinical governance in laboratories.

An excellent Training School programme was developed to provide theoretical training and a basic practical overview of all of the main tissue specialities in Histopathology, and was intended to equip attendees with a strong basis from which to continue their dissection training.

The training course set out the following learning objectives:

By the end of the one week training course, candidates would be able to:

- Demonstrate a theoretical understanding of the principles of dissection for the specialties undertaken in this course
- Describe the clinical governance aspects of dissection
- Demonstrate an understanding of Standard Operating Procedures (SOPs) for dissection in the specialties undertaken in this course
- Identify their further training needs to allow career progression in dissection
- Demonstrate an understanding of anatomy and pathology in the specialties in this course
- Outline the surgical procedures in the specialties undertaken in this course

Candidates would also have an opportunity to observe and gain practical exposure to the dissection of selected tissues relevant to the specialties discussed in this course.

Participants of the first training course were asked to evaluate their experience.





Expectations of the course

Before the participants took part in the course, a pre-course survey was issued to those who were undertaking both the theoretical and practical course and those undertaking only the theoretical course.

The majority of participants had been a BMS for more than five years.

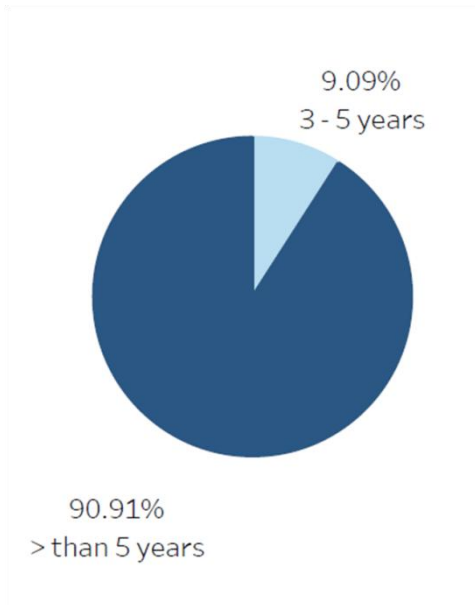


Figure 1 Number of years participants had been BMS

The majority of participants attended the course rated an understanding of the anatomy, pathology and principles of dissection of specialties undertaken in the course, together with the clinical governance aspects of dissection, as the most important aspects of the course.

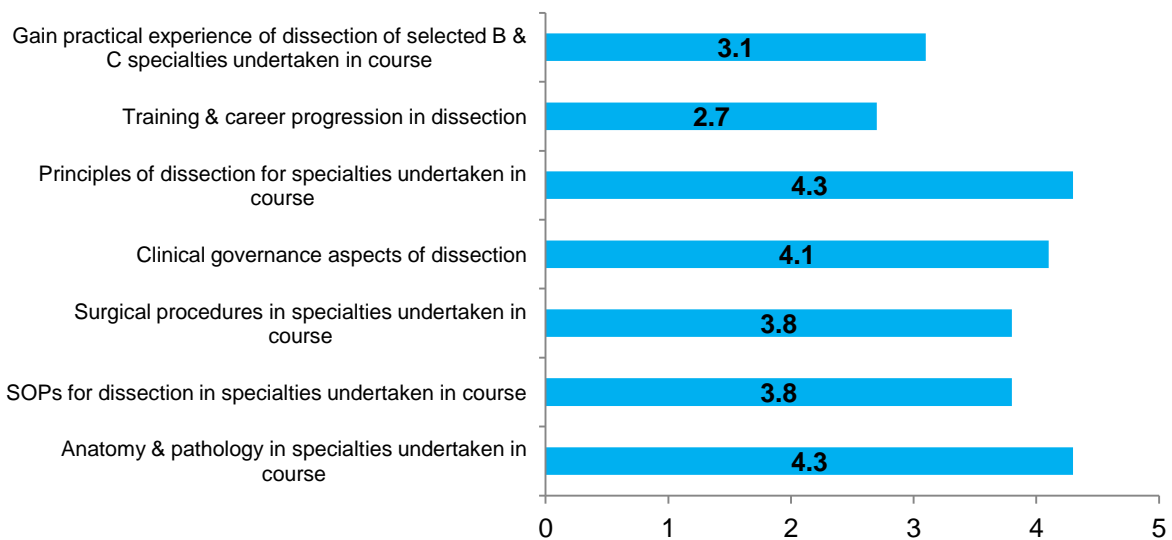


Figure 2 Participants expectations of the course

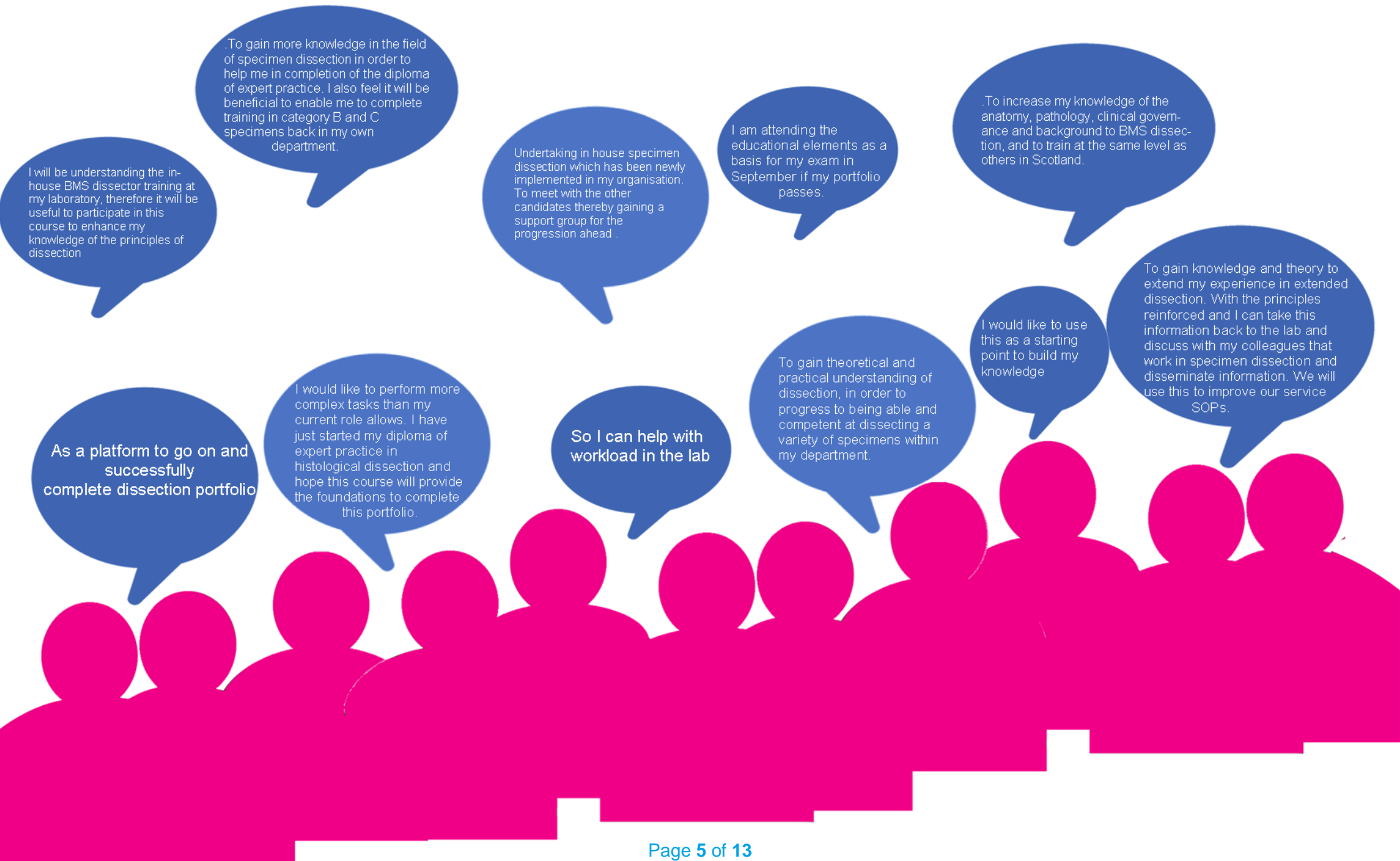


Figure 3 Course participants feedback on why they are attending the course

Post-course evaluation

Course attendees were very satisfied with the course. A small number of questions were left unanswered.

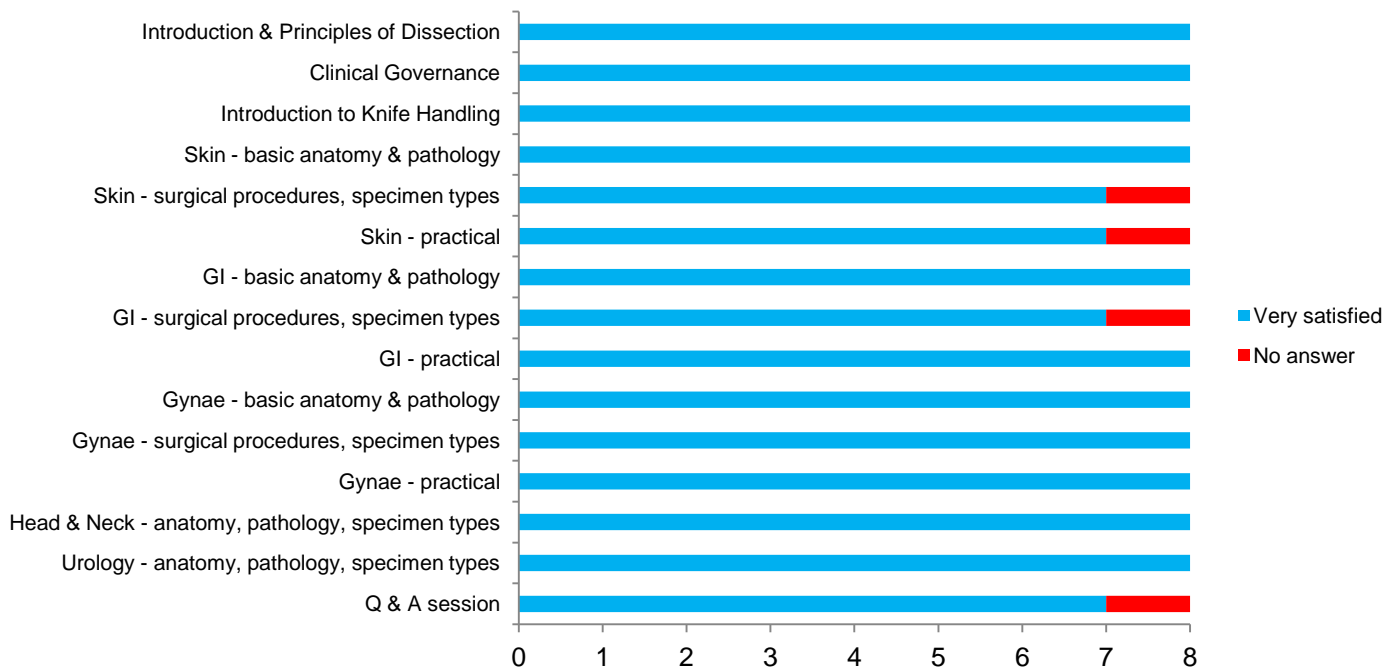


Figure 4 Course satisfaction

Course participants also rated their satisfaction of whether the training school had met its learning objectives. All participants rated that they were very satisfied that the training course had met their expectations.

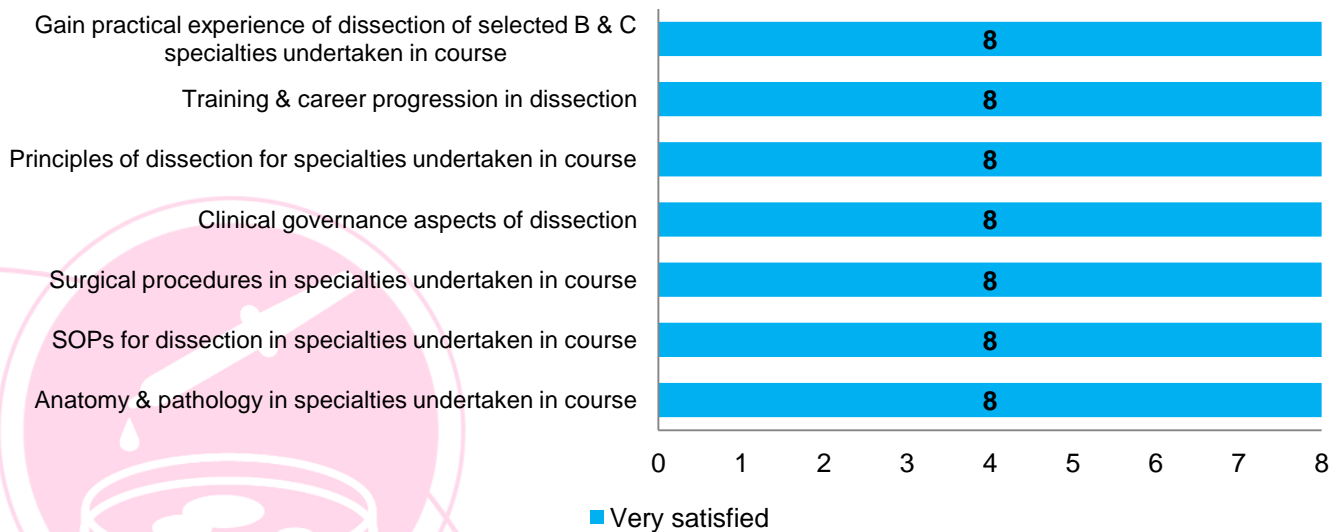


Figure 5 Learning objectives satisfaction score

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Course participants were very satisfied with the venue and training course materials however a small number were not satisfied with the pre-course information provided.

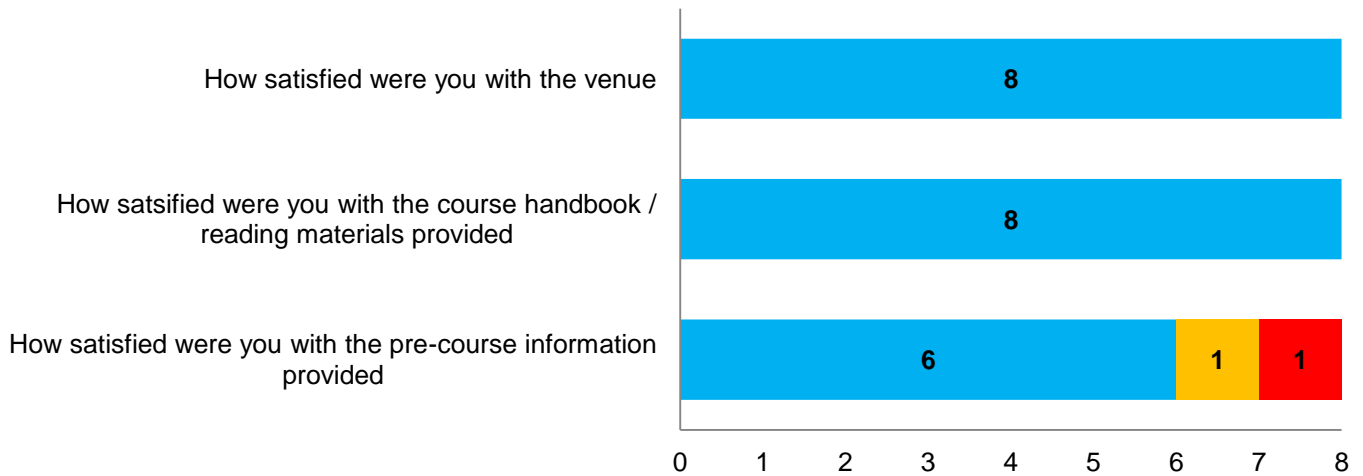


Figure 6 Satisfaction of course logistics

Course attendees reported that they were partially prepared to progress their IBMS portfolio. Responses ranged to not at all to entirely.

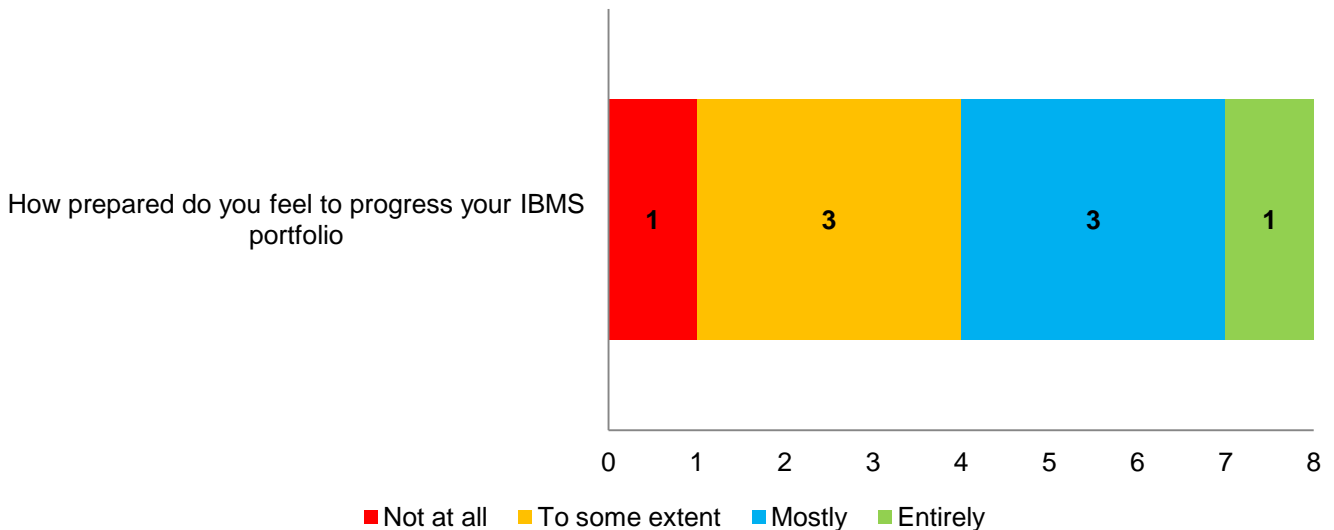


Figure 7 How prepared does the participant feel to progress their IBMS portfolio



I feel that the information provided was relevant to all individuals that are embarking on their BMS dissection training, which is the stage I am at. Overall, I found the Dissection School very useful for the baseline information that my in-house training will develop. It was a fantastic course that was extremely valuable.



Interval Survey

Participants were surveyed six months after the Training Course took place. Participants were asked a range of questions to monitor the levels of training taking place locally.

10 out of 11 participants responded to the survey. 1 participant is on long term sick leave.

8 dissectors highlighted that they have time to train each week. Two highlighted that they did not have specific time each week to train in dissection and thus did not practice on any samples. 1 dissector highlighted that they were validating a new platform and together with staff absence, had not undertaken much training.

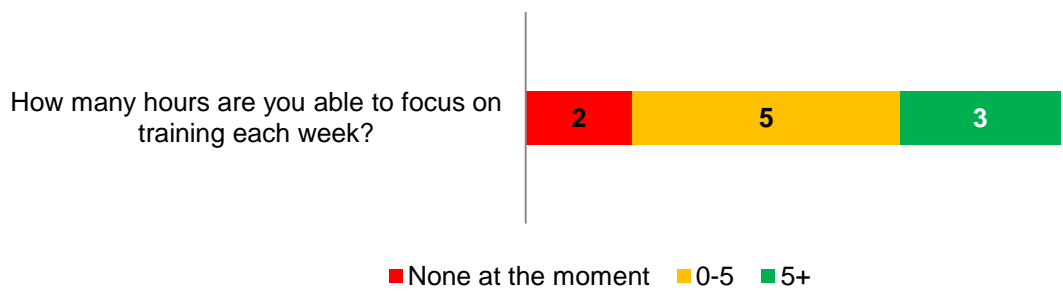


Figure 8 How many hours are you able to focus on training each week?

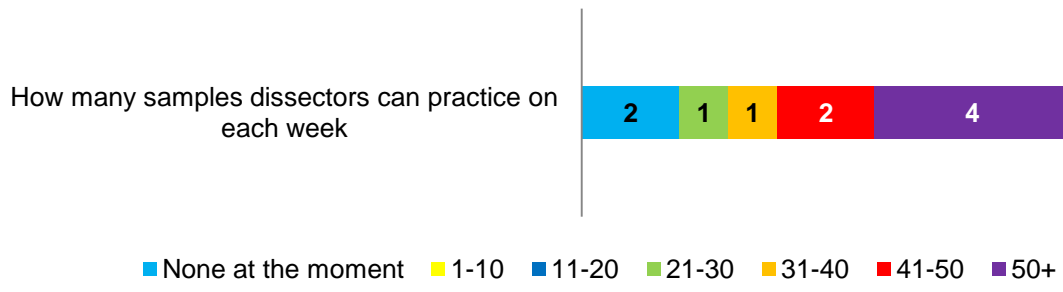


Figure 9 How many samples dissectors can practice on each week



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Dissectors highlighted that they were not receiving regular case or slide reviews or were not receiving as many as they would like. One participant highlighted that written feedback requests were included on a certain percentage of cases depending on the level of training.

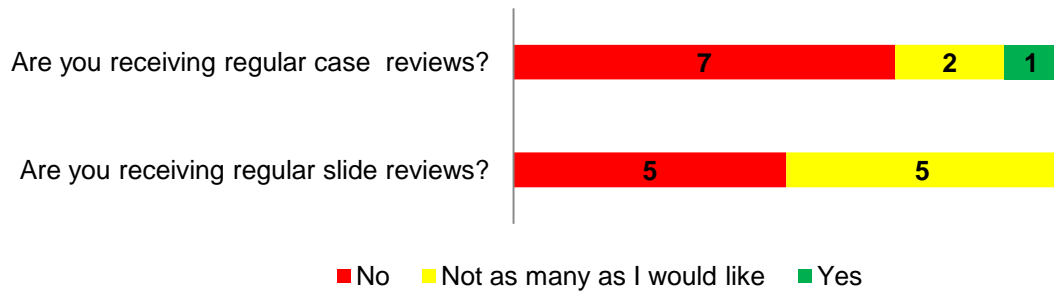


Figure 10 Are you receiving regular review of slides or cases

The majority of dissectors highlighted that their work was regularly audited, with 4 noting that these were against SOPs. One participant noted that Pathologists looked at slides and occasionally examination audit for competencies. This was against the SOP when Pathologists reported cases the dissector dissected. Other participants noted that audits through data sheets and description and block selection took place.

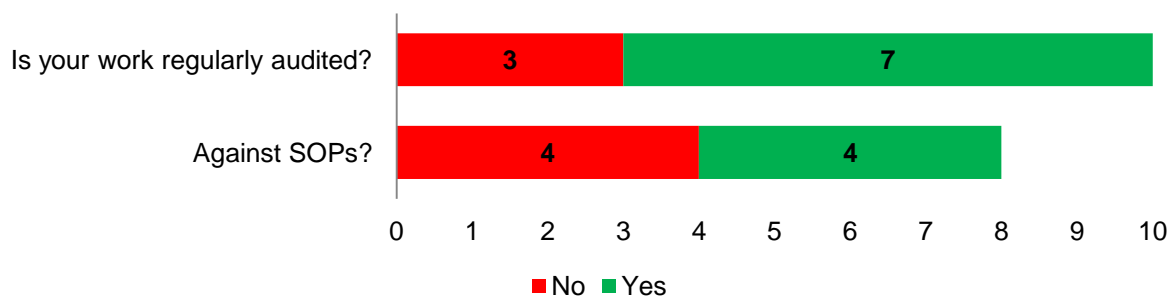


Figure 11 Is your work regularly audited?



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Dissectors highlighted that they dissected specimens as outlined in the course as supervised, unsupervised or signed off. This is illustrated below.

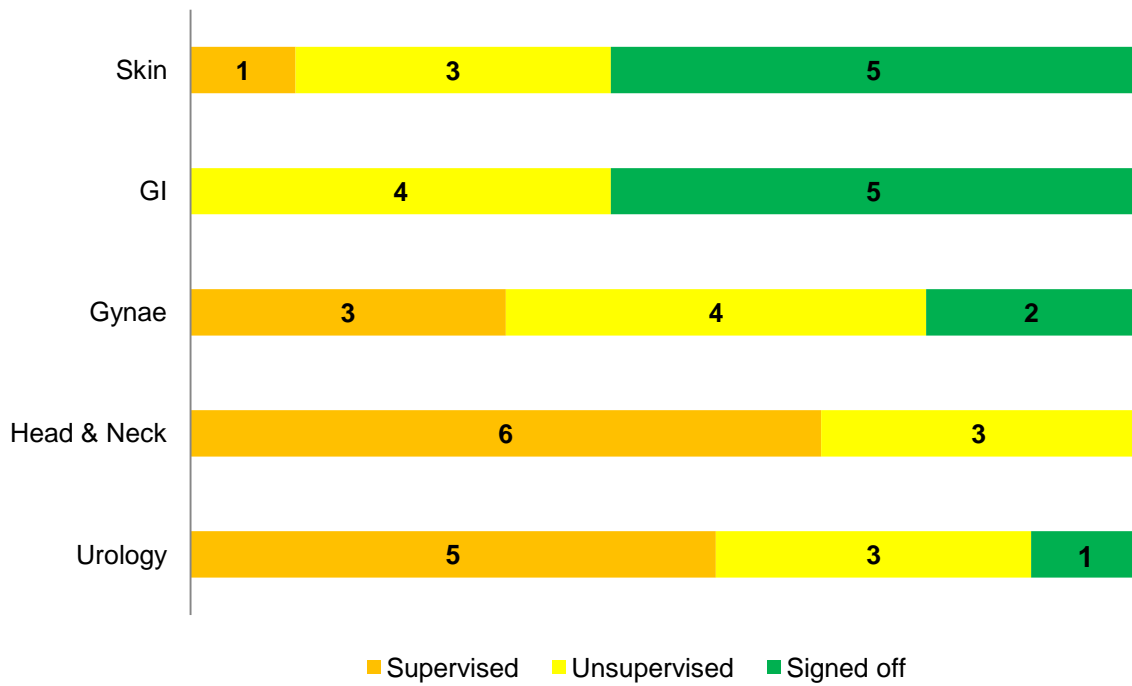


Figure 12 Status of B & C specimen dissection

90% of survey respondents highlighted that they were continuing practicing B and C specimen dissection locally within their Board.

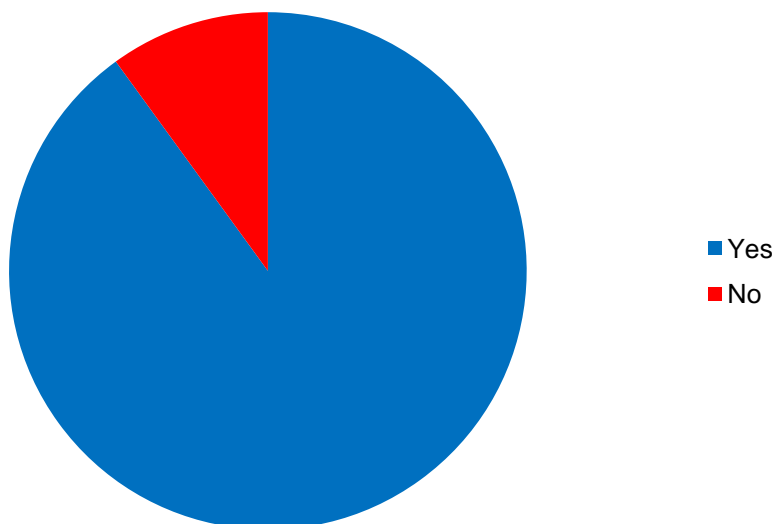


Figure 13 Are you continuing practicing B & C specimen dissection?

Contribution of the Course to learning

BMS dissectors highlighted that the Training Course had contributed to their learning in the following ways:

“I attended the educational lectures in the mornings and found they helped me in study/exam preparation I only attended the morning educational lectures in preparation for final exam as I had already completed portfolio.”

“Gave me a solid foundation of knowledge to work with.”

“The information given at the course was in depth and very informative. I found having different people from different hospitals was great to gain knowledge from different people.”

“Introduced me to the basic principles and methods of dissection applied to common routine tissue specimens. It was hugely informative and helpful in my understanding of dissection.”

“The course gave me a good grounding in the anatomy and pathologies of many of the specimens I am likely to come across in BMS dissection. This helped me understand more of the clinical histories, as well as ensure I am aware of the different ways of dissecting according to not just tissue type but pathology (eg melanoma vs standard skin biopsy).

I also felt the practical lessons in the afternoons helped increase my confidence.”

“The presentations gave me a good basis of knowledge for proceeding with dissection. The talks based on the principles of dissection emphasised the importance of working in accordance with clinical governance. Furthermore, the tissue specific presentations were useful as they underpinned why certain blocks were important in diagnosis.”

“I was able to learn how to macroscopically describe specimens and lesions as well as selection of tissue blocks from Cat B and C specimens. I was shown how to compile evidence for the Diploma of expert practice. This included logs, reflection records, case studies, audits etc. I am now able to contact other BMS's who are also doing the Diploma of expert practice or completed it to gain advice and support. I also learnt knife skills. A great deal of knowledge in the various disciplines and I met other BMS's to provide support and help.”

“As I had just started my training it gave me good background information to build on.”

“The training school was a great week of learning more anatomy and normal and pathological histology. Learning why certain types of biopsies; excisions and resections come into histology. The practical aspect of knife skills and dissection put all the learning onto practice to take back to our respective departments.”

“Everything about the BMS dissection school was excellent and it was very well organised”

Training Concerns

BMS dissectors highlighted the following training concerns:

“No if I have any specimen that I am unsure of I refer to Duty Pathologist and either they will supervise me or I will observe them dissecting it. Not at moment, I find out in November whether I have passed the DEP exam. If I pass my specimen scope may increase and further training will take place.”

“Time to carry out case reviews can be difficult at times due to staffing levels, both in the laboratory and Consultant staff.”

“Everything about the BMS dissection school was excellent and it was very well organised, but I am unable to complete the survey because I have had no training at all since the course in May. I am hoping to go to another Board to do some training one day a week as long as that can be agreed.”

“I don't have any training concerns in skins. I have not had any other time trimming any of the other teams specimens. My focus has been on skins. I hope to move on to more complex skins then hopefully get some time trimming some other specimens such as gallbladder, appendix etc. None. I am getting time and experience with skin cases . I will soon move onto more complex skins and GI and urology samples.”

“No major concerns. I have dedicated time for training on new specimen types. Slide reviews are not part of our training but it would be a good addition.”

“Yes as not had any practice since the course. But once I am able to get back to being rotational and get back to reception to resume my dissection training. I will be delayed and behind the others on the course, however I had some experience at dissection prior to the course which I will resume as soon as possible and commit to my practice which will be welcomed by the pathologists.”

“I don't feel there are enough BMS staff to cover the commitment needed for regular slide/case reviews. Some pathologists are willing to commit however, a scheduled time is required that suits all parties.”

“I have only completed dissection on skin and GI. I will be starting gynae this month. I would like advice and direction on some aspects of the portfolio and how best to present the information asked for, listed in the mandatory module tables.”

Summary

In summary, course participants felt that the training course had achieved its learning objectives. All participants were completely satisfied with the theoretical and practical learning provided on the course.

A summary of key information collected from the evaluation is provided in figure 14.

A further data collection exercise will be sent to ascertain whether participants have started practical tissue dissection within their Boards and the level to which they are being trained in six months time.

Figure 14 Summary of course evaluation

