

# BMS Dissection: Training our scientists



Scottish Pathology  
Network (SPAN)

Scottish BMS  
Dissection Training  
School



# BMS Dissection: National Training School

- Why a National Training School?
- Where and when will the school be held?
- Who is eligible and what will be required from the trainee and their host department?
- What will the course offer?



# Why a National Training School



The Scottish Health Care  
Science National Delivery  
Plan

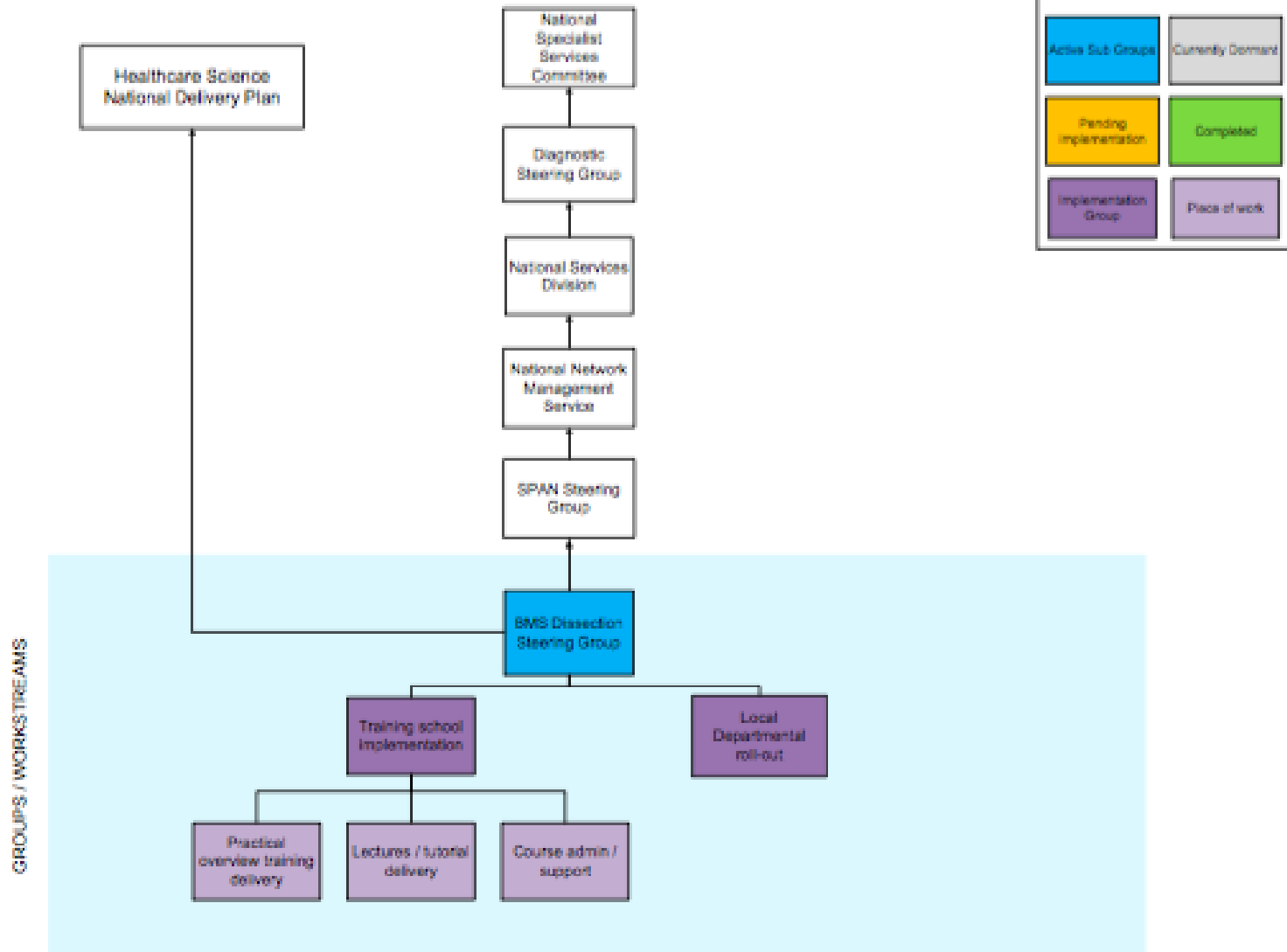
2015-2020



**Table ES1. National improvement programmes 2015-2020**

Improvement programme	Deliverables	Full implementation by end of:
Streamlining health technology management	<p><b>Deliverable 1</b>                      NHS board healthcare science leads will work with stakeholders to deliver a high-quality, sustainable, coherent and whole-systems approach to the management of health technology.</p>	2020
Point-of-care testing	<p><b>Deliverable 2</b>                      NHS board healthcare science leads will work with medical directors and clinical teams to develop a local implementation plan that ensures clinical governance and effective roll-out of point-of-care testing.</p>	2020
Demand optimisation	<p><b>Deliverable 3</b>                      NHS board healthcare science leads will work with stakeholders to develop local improvement plans to reduce unnecessary testing across primary and secondary care. This will free-up capacity to address rising demand and deliver testing that positively affects the patient pathway, supports primary care preventive measures and reduces hospital referrals and admissions.</p>	2019
Developing sustainable services	<p><b>Deliverable 4</b>                      NHS board healthcare science leads will work with stakeholders to explore new and developing healthcare science roles that support areas of service pressure and have the potential to free-up medical capacity, with the initial focus on histopathology services.</p>	2019
A new integrated model for clinical physiology services	<p><b>Deliverable 5</b>                      NHS board healthcare science leads will work with stakeholders to develop a sustainable integrated service model to enhance clinical physiology service delivery and quality.</p>	2020

## SPAN BMS DISSECTION GROUP GOVERNANCE STRUCTURE





# BMS Dissection: Positive Benefits

## Medical Staff

- Less time at cut up
- More time for reporting & MDTs
- More flexibility for rotas
- Training and teaching rewards
- More consistent descriptions and block taking
- Cost benefit to NHS

## BMS

- Professional interest
- Career progression
- Further qualifications
- Independent practice
- Changing practices in labs
- Cost benefits to NHS



# **BMS Dissection Working Group**

Very much a national team effort

All health boards invited across Scotland

Medical, BMS and SPAN members

Use the National Delivery Plan as an opportunity to improve on BMS dissection services across Scotland





# BMS Dissection Working Group

Emphasis on giving more resource to Boards who have least BMS dissection

Dedication to high quality patient centred training

Very positive attitude to support and share experience, documents and background resources across Scotland





# Documentation

## TABLE OF CONTENTS

1. Introduction and stages of training
2. Principles of Practice
3. Categories of specimens
4. Selection of BMS into Dissection programme
5. Delivery of Training and Supervision
6. Standard Operating Procedures
7. 'In house' Portfolio
  - a. Case log
  - b. Audit / slide review
  - c. Assessment of competence
  - d. Error log
8. Diploma of Expert Practice Programme
9. Trainee Advanced Practitioner Programme
10. References / Educational resources



# Advanced Practice Programme

## Overview of training

The training programme for advanced practice combines core knowledge and basic principles, practical dissection training and clinical exposure in the field. These 3 areas will have training documents and assessments. Each speciality team will have their own training programme and training guidebook.

	<u>General Principals</u>	<u>Practical Dissection</u>	<u>Clinical Exposure</u>
<u>Outline / documents</u>	Basic principals Core anatomy knowledge Core Pathology Knowledge Reading list	Standard Operating Procedures Competency records	MDT attendance * Clinic /surgery attendance Case study write up guidelines
<u>Delivery</u>	Tutorials Personal Reading CPD lectures/events	Dissection training at bench Slide review of cases	Attendance at MDTs during period of training Attendance at relevant clinic or clinical procedure
<u>Assessment</u>	Short note / essay assessment Reflective notes Evidence of attendance of lectures/talks	Competency assessment Demonstration of practical skills assessment (DOPS) Slide review meeting documentation	One case study based on a case that was dissected and presented at MDT where candidate was in attendance. Reflective note from any clinic visit Reflective note from MDT
<u>Ongoing at AP level</u>	CPD activity	Audit review At bench 2 yearly assessment	MDT attendance



# Working Group 2016

Obtain more accurate information from all Boards

Quantify hours/sessions (BMS/medical)

Develop action plan

- Priority areas

- Training school

Inform business case

- Resource required

# BMS Dissection: Current BMS Activity

Site	Total Hours per week (TOTAL B&C)	Total hours per week (BMS B&C)	Total Hours per week (Medical B&C)	Total Hours per week (TOTAL D&E)	Total hours per week (BMS D&E)	Total Hours per week (Medical D&E)
AAHB	9.9	9.3	0.6	13.4	4.3	9.1
Fife	7.3	4.4	2.9	10.4	1.7	8.7
Forth Valley	4.8	0.1	4.7	8.1	0	8.1
GGC	34.8	19.7	15.1	49	2.9	46
Highland	4.9	1.5	3.4	8.3	0.2	8.1
Lanarkshire	5	2.2	2.8	9.5	0.4	9.1
Lothian	20.3	6.2	14	42.4	0	42.4
Tayside	8.5	0.7	7.9	12.4	0	12.4



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Obtain more accurate information from all Boards

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# Where and When?



		Meeting room	Transport links	Accommodation	Specimens	Senior dissectors on site	Supporting framework
NHS Board	A&A	✓	✗	✓	?	✓	✓
	D&G	✓	✗	✓	?	✗	✗
	Fife	✓	✓	✓	?	✓	✓
	Forth Valley	✓	✓	✓	?	✗	✗
	GG&C	✓	✓	✓	✓	✓	✓
	Grampian	✓	?	✓	✓	✓	✗
	Highland	✓	?	✓	✗	✗	✗
	Lanarkshire	✓	✓	✓	✓	✗	✗
	Lothian	✓	✓	✓	✓	✗	✗
	Tayside	✓	✓	✓	✓	?	?

Table 1: Scoring the provision of where a Scottish BMS dissection training school should be located.

The group agreed that NHS Greater Glasgow & Clyde would be the most suitable option to host a Scottish BMS dissection school for the following reasons:

- Availability of meeting room
- Good transport links
- Availability of accommodation
- Availability of specimens
- Senior dissectors (or Advanced Practitioners) on site
- Supporting framework



# Where and When?



The new Scottish Biomedical Scientist  
Dissection Training School takes place between  
14<sup>th</sup>—18<sup>th</sup> May 2018 at the QEUH, Glasgow.

If you wish to nominate someone from your department,  
please complete the nomination form and signed learning  
agreement and send to [Jackie.Walker@ggc.scot.nhs.uk](mailto:Jackie.Walker@ggc.scot.nhs.uk).

Applications close: Friday 22<sup>nd</sup> December

# National Training School



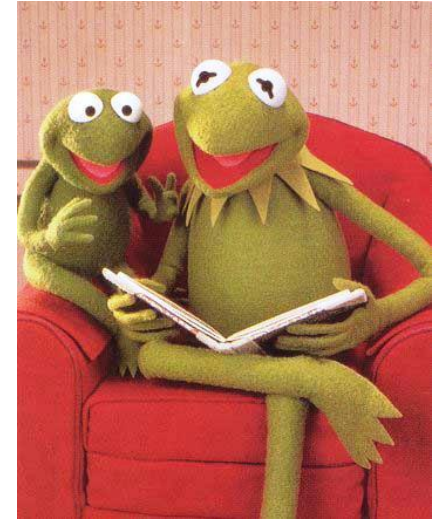
# What the School will offer the trainee



Lectures and Tutorials



Practical Dissection demos  
and hands on dissection



Course Guidebook



Course Dinner



# BMS Dissection: Candidate Selection

Stage of Training		Staff group	Eligible criteria
STAGE A	Basic BMS Dissection	Band 6 or above	Specialist portfolio, at least 2 years WTE post registration experience, member of IBMS, HCPC registered
STAGE B	Diploma in Expert Practice Programme	Band 6 or above	2yrs dissection experience, 5 years WTE post registration experience, HCPC registered, member or fellow of IBMS
STAGE C	Trainee Advance Practitioner (TAP) Programme	Band 7	MSc/equivalent, successful portfolio (expert practise)
STAGE D	Advanced Practitioner	Band 8A	MSc/equivalent, diploma expert practice

From Glasgow Guidebook



# BMS Dissection: Candidate Selection

- Specialist Portfolio
- 2years WTE experience
- HPC Registered
- Member of IBMS
  
- Selected and nominated by  
a Medical Consultant



# BMS Dissection: Selection Procedure

- Medical Staff are responsible for selection of appropriate trainee
- Professional Skills
  - Willingness and aptitude to learning
  - Working in the medical team
  - Know ones limitations
  - Positive attitude to feedback
  - Clear understanding of importance of specimen in the patient journey



# BMS Dissection: Selection Procedure

- Practical Skills
- Knife handling
- Understanding anatomy and pathology
- Knowledge of SOPs
- Working under some pressure





# Ongoing Commitments

## Host Lab

- Selection of candidates
- Named Consultant supervisor and named BMS mentor
- Minimum of 5 hours supervised dissection / week to allow signed off competency AFTER the training week
- Long term audit practice

## Trainee

- Attend entire course
- Undertake minimum 5 hours supervised dissection/ week after the week training
- Continue ongoing learning
- Adhere to RCPATH, IBMS & local professional standards
- Positive attitude to BMS dissection in department
- Build and maintain a training portfolio

# Nomination Forms

Scottish  
Pathology  
Network



## BMS Dissection Training School

### Candidate Nomination Form

Name \_\_\_\_\_  
 NHS Board \_\_\_\_\_  
 Contact number \_\_\_\_\_  
 Contact email \_\_\_\_\_

#### Sponsor 1\*:

Name \_\_\_\_\_  
 Job Title \_\_\_\_\_  
 Signed \_\_\_\_\_  
 Date \_\_\_\_\_

#### Sponsor 2\*:

Name \_\_\_\_\_  
 Job Title \_\_\_\_\_  
 Signed \_\_\_\_\_  
 Date \_\_\_\_\_

Nomination form and signed Learning Agreement require to be submitted by Friday 22<sup>nd</sup> December 2017 to Jackie Walker at [Jackie.Walker@nps.scot.nhs.uk](mailto:Jackie.Walker@nps.scot.nhs.uk)

\*Please note that nominators must include one Consultant Pathologist and one Senior Biomedical Scientist/Laboratory Manager.

Nominations are limited to **ONE** per NHS Board.

Scottish  
Pathology  
Network



## BMS Dissection Training School

### RESERVE Candidate Nomination Form

Name \_\_\_\_\_  
 NHS Board \_\_\_\_\_  
 Contact number \_\_\_\_\_  
 Contact email \_\_\_\_\_

#### Sponsor 1\*:

Name \_\_\_\_\_  
 Job Title \_\_\_\_\_  
 Signed \_\_\_\_\_  
 Date \_\_\_\_\_

#### Sponsor 2\*:

Name \_\_\_\_\_  
 Job Title \_\_\_\_\_  
 Signed \_\_\_\_\_  
 Date \_\_\_\_\_

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