

# **Training and Support of Healthcare Scientists in Haematology**

## **Building a Skilled and Sustainable Workforce**

### **Interactive Session**

## **Timothy Farren**

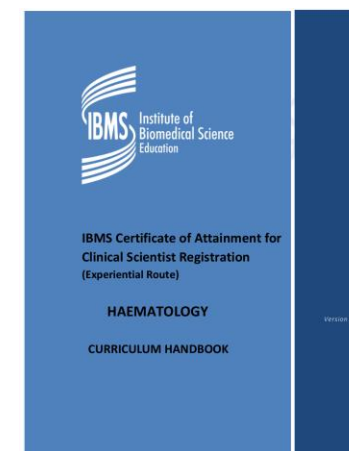


# No conflict of interests to disclose

# What is the Scientists Role?

- Haematology's **critical** role in diagnostics, monitoring, and improved patient outcomes.
- The healthcare science workforce:
  - Biomedical Scientists
    - Generic Portfolio
    - Specialist Portfolio
    - Certificate of Expert Practice
    - Diploma of Expert Practice
    - Higher Specialist Diploma
    - Diploma of Higher Specialist Practice (R&D and Reference labs)
  - Clinical Scientists
    - STP
    - HSST
    - FRCPath
- Goal: Effective, well-supported training = safe, high-quality services





Movement between pathways is possible with support and planning.

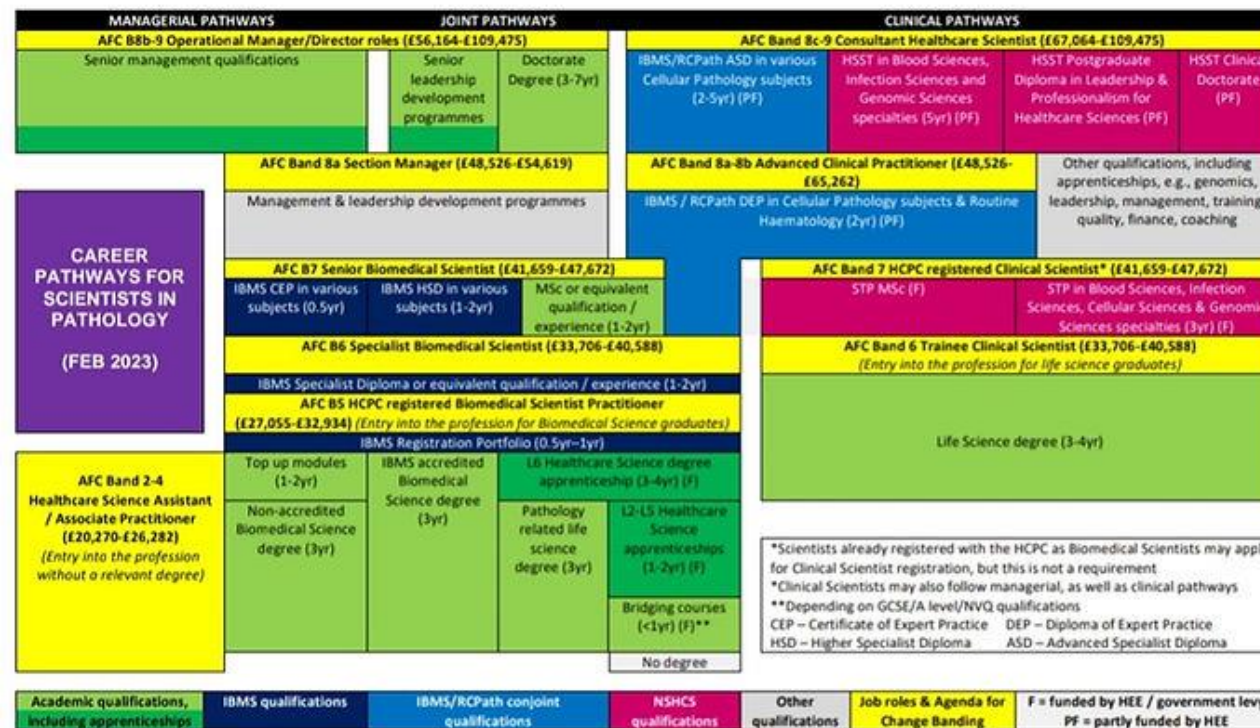
Equivalence.

Concerns:

- Workforce shortages

Specific Concerns:

- Morphology
- Engagement (from both sides)
- Financial constraints







Role	2016	2018	Change
Haematology Clinical Scientist (Band 8 and above)	0.25	0.26	+4%

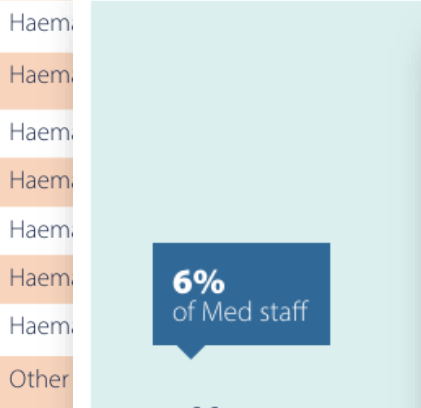


Table 7: Haematology Roles with more than 10% due to Retire within Five Years

Role	Function	Retirement rate
Haematology Biomedical Scientist (Band 7)	Lab	21%
Haematology Data Manager	Support	19%
Other haematology laboratory role (please specify)	Lab	18%
Haematology Clinical Scientist (Band 8 and above)	Lab	18%
Haematology Biomedical Scientist (Band 8 or above)	Lab	13%
Haematology Clerical Staff (all roles)	Support	13%
Haematology Clinical Nurse Specialist	Nursing	12%
Haematology Medical Laboratory Assistant (Band 3)	Lab	12%
Haematology Biomedical Scientist (Band 6)	Lab	11%
Haematology Secretarial Staff	Support	11%
Consultant Clinical Haematologist	Medical	11%
Other haematology nursing roles	Nursing	11%
Haematology Associate Practitioner / MTO (Band 4)	Lab	11%

KEY  
Green text = Laboratory Staff; Purple text = Support Staff; Red Text = Nursing Staff; Dark Red = Medical Staff

# Common Pitfalls in Training Delivery



Lack of Time: Service pressures reduce protected learning



Inconsistent Supervision: Supervisors unavailable or untrained



Poor Communication: Gaps between training bodies and departments



Burnout: Exams + work + life stressors



Limited Career Visibility: BMS & STP unclear on progression

Financial  
Constraints



# Foundations of Good Training Support



Clinical & Educational  
Supervisors: Guidance,  
feedback, assessment



Workplace Training  
Officers: Competency  
delivery and support.  
One size does not fit all.  
Think outside the box..



Professional Bodies:  
IBMS, AHCS, NSHCS,  
BSH, RCPATH



Trainee Networks & Peer  
Groups: STP / HSST and  
BMS – **HCS National  
Network**



Institutional Support:  
Protected training time,  
CPD, study leave

The screenshot shows the homepage of the British Society for Haematology Mentoring Platform. The header includes the BSH logo and navigation links for 'Create Account', 'Login', 'Learn More', and 'Need Help?'. The main content area features a welcome message, a list of reasons to be mentored, and a QR code for more information.

**British Society for Haematology Mentoring Platform**

Welcome to the BSH Mentoring Programme, where members from the entire MDT, at any point in their career can support one another in their career growth and development. Sharing knowledge and expertise is fundamental to our progress both as individuals and for the profession. Developing a mentoring relationship can be a fulfilling and productive way to achieve this.

**Why might you want to be mentored?**

- Guidance on professional development and career advancement
- The opportunity to develop new skills and professional knowledge
- Gain impartial advice and an alternative perspective
- Have a non-judgemental sounding board for your ideas
- Advice on developing strengths and overcoming weaknesses

**Why might you become a mentor?**

**Not got an account yet?**  
[Create account now](#)

**Account Login**

Email

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☐ Keep me signed in

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# Creating a Stronger Training Environment

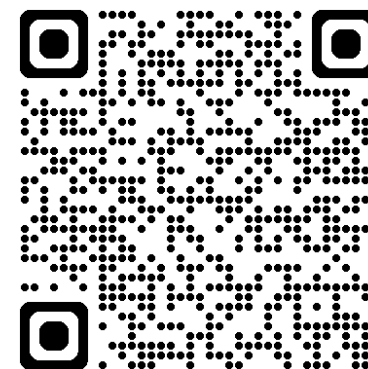
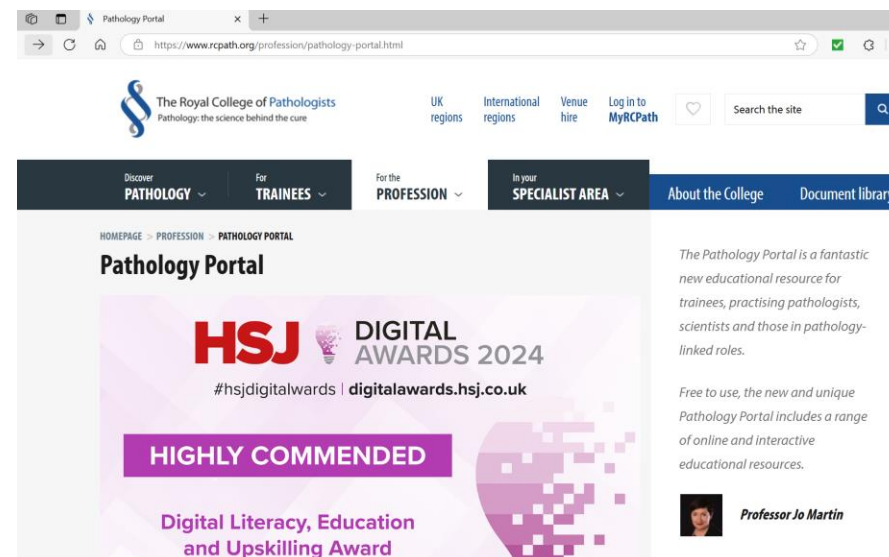
- Departmental Training Culture: Prioritise training

- Standardised Induction & Timetables: Clear competency goals

- Active Supervision: Mentorship beyond sign-offs

- Regular Progress Reviews: Quarterly feedback meetings

- National Resource Sharing: Learning materials, mocks, logs





**Siba El Hussein, MD**  
@SibaElHussein  
Guest editor @Cancers\_MDPI contribute here [shorturl.at/UvTGq](#) | Google scholar [bit.ly/3cPtkrl](#) | @ASCPChicago 40 under forty | @uvmvermont  
Burlington, VT | Montreal, QC  
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**Anas Nasir**  
@BloodScientist

Does this equation add up? 🤔🧐

#OnlyCells #RedCells #underthescope

7:33 PM · Dec 6, 2024 · 4,417 Views

**Kamran Mirza MD PhD** - کامران مرزا  
@KMirza  
Godfrey D. Stobbe Professor of #Pathology | Assistant Chair for Education | @UMichPath @UMichMedicine | #Hemepath | Assoc. Editor ASH Image Bank | Views Mine  
Medical & Health Ann Arbor, MI [linktr.ee/kmirza](#)  
Born September 21 Joined April 2009

**Aaron Goodman - "Papa Heme"**  
@AaronGoodman33

Hemoglobin Dissociation Curve!

This slide is a work of art and explains a lot of important physiology.

[calgaryguide.ucalgary.ca/oxygen-hemoglo...](#)

2:53 PM · Mar 30, 2025 · 42.8K Views

**Bread & Butter Haematology**  
@MorphologyAmigo

Haemoglobinopathy Cheat Sheet 📄📄  
#medicine #hematology #medtwitter #MedEd #blooducation

	Normal	Thal	Fe
Hb		↑↑	↑↑
RBC	<5x10 <sup>12</sup> /L	↑	↑
MCV	80-100fL	↓	↓
MCH	27-32pg	↓	↓
MCHC	30-35g/dL	↑	↑

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**Jayne Parkes** · 1st  
Haematology Principal Clinical Scientist  
3d · 🌐

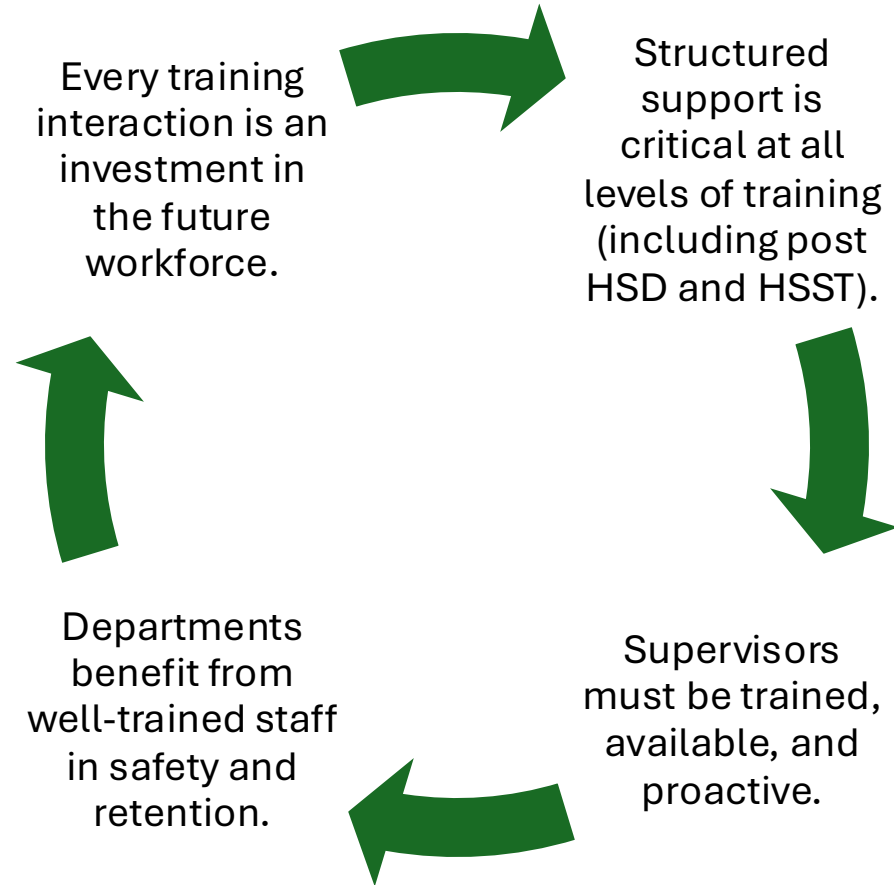
Interesting morphology. I'd not seen this before. A patient with blastoid mantle cell lymphoma with vacuolated lymphocytes. Apparently it signifies a complex karyotype.

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# Key Takeaways







# Open Discussion & Q&A

- What works in your department?
- What challenges do you face?
- How can we support each other better?

