

# For Scientists, By Scientists - Career Progression

## Meeting the workforce challenge

*April Sellors  
Consultant Clinical Scientist  
University Hospitals of Leicester NHS Trust*

## For Scientists, By Scientists: Career Progression

**Table 4:** Laboratory Staff by Role

Role	2016	2018	Change
Haematology Clinical Scientist (Band 8 and above)	0.25	0.26	+4%
Haematology Clinical Scientist (all other bands)	0.61	0.78	+27.9%
Haematology Biomedical Scientist (Band 8 or above)	1.72	1.56	-9.3%
Haematology Biomedical Scientist (Band 7)	3.98	3.81	-4.3%
Haematology Biomedical Scientist (Band 6)	8.46	8.93	+5.4%
Haematology Biomedical Scientist (Band 5)	2.92	3.68	+26.4%
Haematology Associate Practitioner / MTO (Band 4)	0.85	1.03	+21.1%
Haematology Medical Laboratory Assistant (Band 3)	2.82	2.57	+8.5%
Other haematology laboratory role	1.91	2.19	+14.7

*“...greater increase in band 5 scientists may reflect the increasing use of pre-analytic robots and automation – with several trusts replacing Band 6 scientists with band 5 and lower”*

*“...the decline in band 8+ and band 7 biomedical scientist is more of a concern, as this represents knowledge and skills that may become lost”*

*British Society for Haematology workforce report  
2019*



# For Scientists, By Scientists: Career Progression

Role	Function	Vacancy rate
Haematology Clinical Scientist (Band 8 and above)	Lab	24%
Haematology Data Manager	Support	19%
Haematology Associate Practitioner / MTO (Band 4)	Lab	15%
Haematology Biomedical Scientist (Band 6)	Lab	13%
Haematology Biomedical Scientist (Band 5)	Lab	13%
Haematology Clerical Staff (all roles)	Support	13%
Other medical haematology role (Associate Specialist, Trust Grade staff, etc.)	Medical	12%
Haematology Secretarial Staff (all roles)	Support	11%
Other haematology nursing roles – Note: this applies only to haematology roles, not generalist roles	Nursing	10%

*“...problem is most acute among senior (Band 8) clinical scientists”*

NB: No vacancy data for band 7+ BMS

*British Society for Haematology workforce report  
2019*

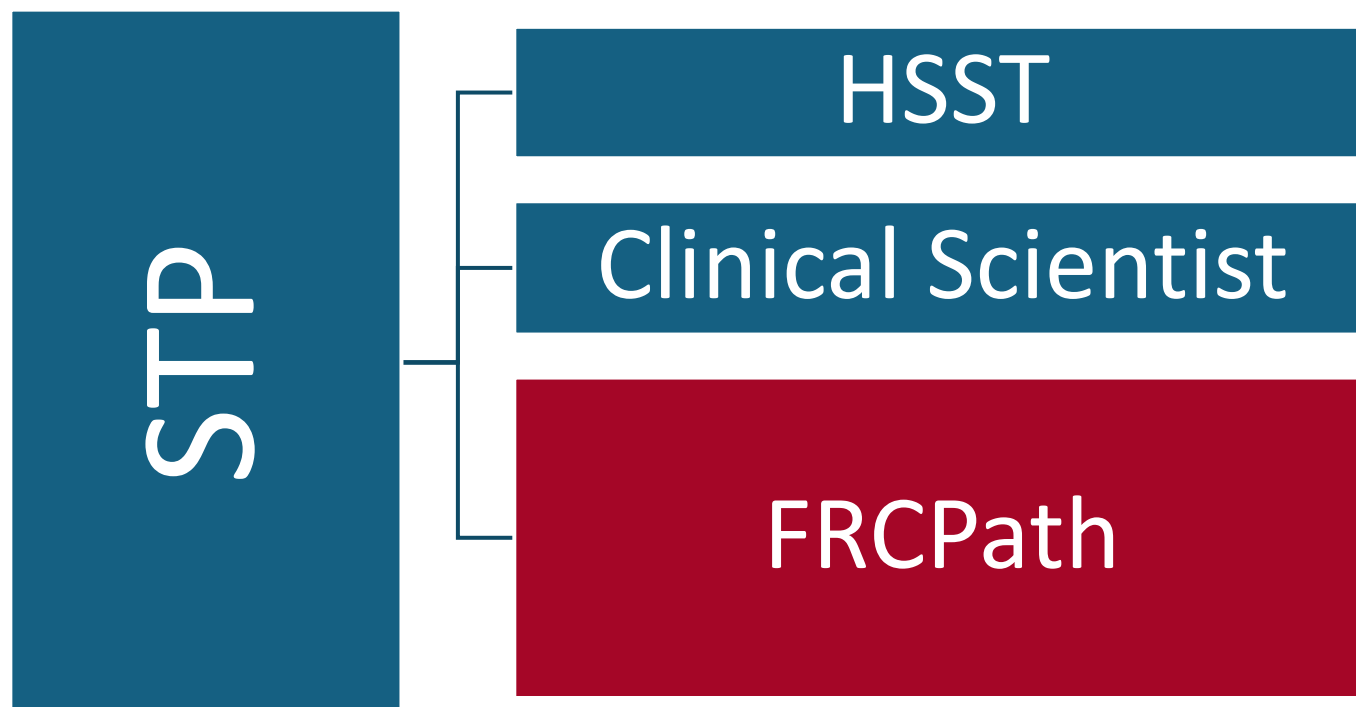
## Clinical Scientists



- 5 years
- Significant academic component
- Leadership/management portfolio
- Fellowship
- (Mostly) In service

- No significant career progression

## Clinical Scientists



### Stand Alone FRCPath

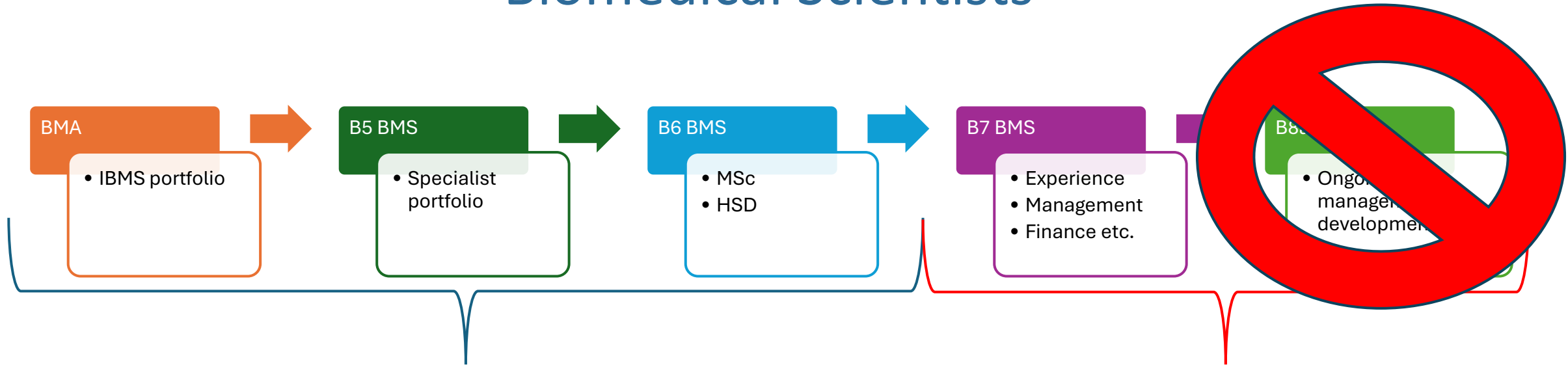
- Part 1 and Part 2
- Fellow of the Royal College of Pathologists
- Eligible for Consultant Clinical Scientist posts

### Considerations

- Need for written component
- Funding
- Sponsor to sit exam
- Training capabilities

# For Scientists, By Scientists: Career Progression

## Biomedical Scientists



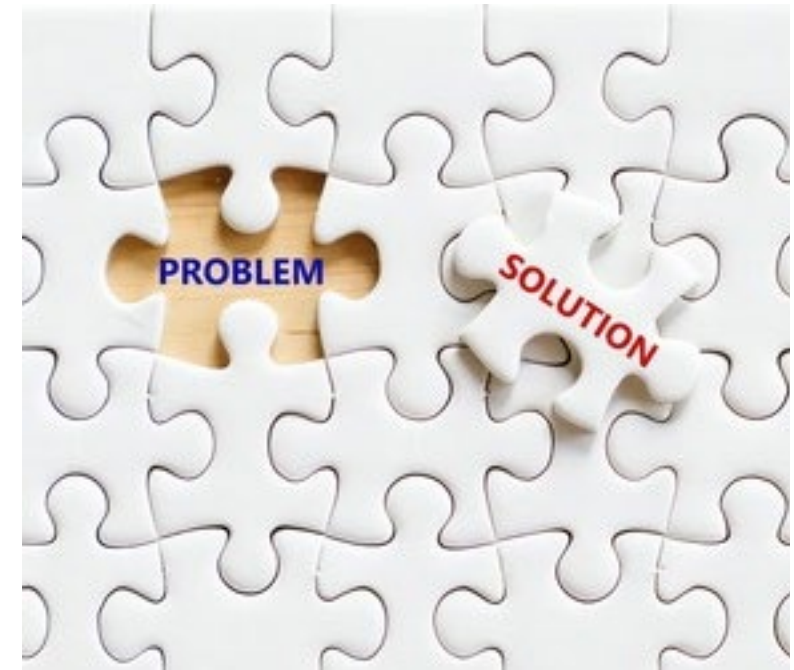
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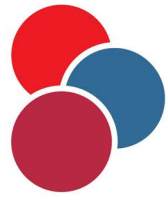


## Diploma of Expert Practice (DEP)

- Provide an alternative, more clinical based option to HSDs
- Consultant level practice
  - Advanced role in diagnosis and result interpretation
  - Expert professional and scientific advice to scientific and medical staff
  - Training of biomedical and clinical scientists, and specialist trainee medical staff
- Three routes available
  - Routine Haematology
  - Haemostasis and Thrombosis
  - Red Cell Disorders
- Assessment by
  - Portfolio
  - Written Exam
  - Practical Exam/Viva Voce







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## Clinical Scientist Equivalence

### Institute of Biomedical Science

- Experiential, existing learning/training
- Making clinical decisions, providing scientific advice
- HCPC standards of proficiency

### Association of Clinical Scientists

- Experiential, including academic
- Sufficient NHS experience
- Combined specialisms (Haematology + Molecular Genetics)
- ACS standards of proficiency

### Academy for Healthcare Science

- Experiential, 6 months from application to submission
- GSP in relation to STP learning outcomes



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Questions or comments?

