

Healthcare Science Programme

July 2022 Newsletter

Programme update

The Healthcare Science Programme continues to facilitate the delivery of the [Healthcare Science in NHS Wales 'Looking Forward'](#) framework across the five pillars:

- Workforce and Education
- Research and Innovation
- Culture and integration
- Service Redesign and Transformation
- Quality and Safety

Resources are also being developed by the Healthcare Science Network to provide Information and guidance on the role, recruitment and training of Healthcare Science Assistants and Associates in Wales.

Staff news

We are so pleased to introduce you to Rick Hughes who has recently joined our team on a temporary basis.

Name: Rick Hughes
Role: Strategic Programme Manager
Team: Healthcare Science Transformation



After a few months with the Allied Health Professionals (AHP) team, I have now joined the Healthcare Science team.

I have been in Programme Management and Professional Services for twenty-five years, usually running delivery teams in Communications, or in business change programmes. I have only been a 'customer' of the NHS previously, however, being on the other side of the counter is certainly different.

I have worked from home for most of my career with extensive travel, which has been across all of the European countries and

considerable time in Hong Kong & Singapore.

Outside of work, my hobbies were for some years consumed by building my own house, a long-term project for sure. I am now spending more time on less productive interests such as, scuba diving, kayaking, hill walking, water skiing, wakeboarding and riding a hydrofoil. I have a small boat so throughout the summer, will be found somewhere in the Gower Peninsula.

I am also a Chairman of a local Community Interest Company, and we are striving to save the 200-year-old Tennant Canal in Neath.

Healthcare Science Spotlight Sessions

Following previous news on the WCLF being opened to Healthcare Science, we are delighted to announce that Christopher Earing, Clinical Scientist/Chief Respiratory Physiologist in BCUHB has been successfully chosen for this fellowship in 2022/23.

We really look forward to working with Chris on his project when he commences in September. More information to follow in due course on his project and progress.

Healthcare Science Innovation Fellowship

We are delighted to announce that Samuel Davies, Vascular Scientist in BCUHB has been successfully chosen for the NIHR Healthcare Science Innovation Fellowship.

More information to follow in due course on his innovation project. As Sam is the first in Wales to join this Fellowship programme, we will of course follow his progress closely and share his experience along the way.

Profession Specific Group (PSG) Update



Discipline: Rehabilitation Engineering
Lead: Colin Gibson



Key achievements related to this profession



- Practitioner Training Programme course now established in Swansea for Clinical Engineering direct entry and in the process of working through an in-service route.
- Enabled the Healthcare Science Support Worker Paper Task & Finish Group to be re-established to develop understanding and use of apprenticeship training across Wales.
- Significant input made into the Consultant Clinical Scientists in NHS Wales recommendations paper, which has now been approved and guidance is being developed.
- Led an All-Wales Healthcare Science Cymru conference workshop on Research & Innovation and contributed to a workshop on Quality & Safety, which have now led to specific task and finish groups being established to take forward the Healthcare Science in Wales Looking Forward Framework strategic work in these areas.
- Key role in establishing the Medical Device Regulations group to look at the implications of the new regulatory framework across Wales.



The Geonomics Conversation

"A national week of action to get Healthcare Professionals talking about Genomics"

The **#GenomicsConversation** week takes place annually and features a host of fun, engaging activities for Healthcare professionals. The goal for the week was to spark a conversation about Genomics and increase Healthcare professionals' familiarity with the topic.

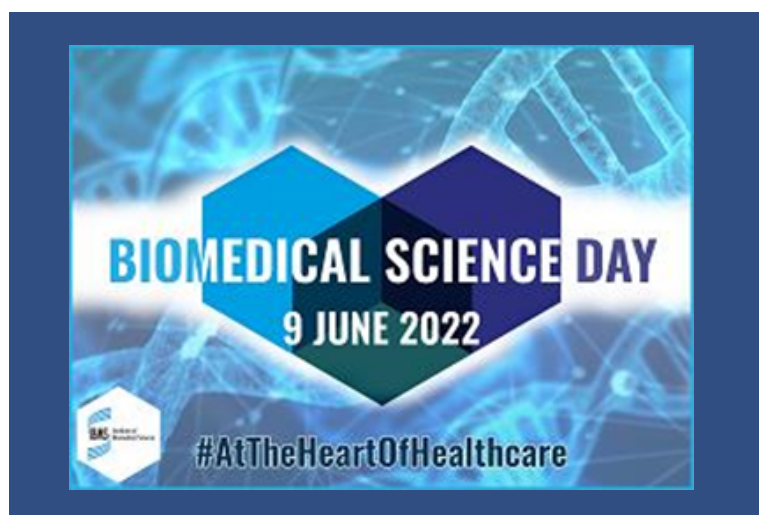
With the NHS Genomic Medicine Service bringing equity of access to Genomic testing for the first time, it has never been more important for Healthcare professionals to be able to talk confidently about Genomics and signpost patients to relevant information and services.

The week featured a number of free activities and resources, including events, podcasts, online courses, and educational resources, as well as the popular Genomics quiz.

Don't forget to follow **@genomicsedu** on Twitter and Facebook so you can hear the latest news about the week and make your voice heard in the **#GenomicsConversation**.



Biomedical Science Day - 9 June 2022



Biomedical Science is a biology and chemistry related discipline used mostly in healthcare laboratories to identify, research, monitor and treat diseases.

As one of the broadest areas of modern science, it is constantly advancing, and underpins much of modern medicine.

This year, the Institute of Biomedical Science (IBMS) wanted to increase coverage, and with restrictions now lifted, the Biomedical Science Day event took place on 9th June 2022. The event promoted Biomedical Science to a younger audience.

The theme celebrated and promoted the diverse roles of the members in Biomedical Science. The response received from members was incredible and positive.

#AtTheHeartOfHealthcare #BiomedicalScienceDay2022

Consultant Clinical Scientist Letter

We are delighted to announce that the Healthcare Science Network's recommendations for Consultant Clinical Scientists have now been formally communicated to Health Boards and Trusts. Please find linked below the recommendations and the letter that was sent out to Directors of Therapies and Health Science and also Medical Directors, Directors of Nursing, Directors of Workforce and OD, Directors of Finance and Chief Operating Officers. Significant thanks go to all that have been on the journey to create these recommendations; we appreciate this has been a great many years in development.

Please also find below links to the Healthcare Science Network's implementation plan to support services and professions across Wales over the remainder of this financial year. To follow this launch via direct communication to Executive Directors across NHS Wales, there will now be a series of communications and events, as outlined in this plan. More information will follow in future, including resources to support all enquiries. To find out more information, please e-mail HEIW.HCS@wales.nhs.uk.

Links:

- [Consultant Clinical Scientists in NHS Wales Recommendations \(English\)](#)
- [Consultant Clinical Scientists in NHS Wales Recommendations \(Welsh\)](#)
- [Letter to Executive Directors on the Recommendations \(English\)](#)
- [Letter to Executive Directors on the Recommendations \(Welsh\)](#)
- [Implementation Plan for Wales \(English\)](#)
- [Implementation Plan for Wales \(Welsh\)](#)

Inspire and Engage Young People in the World of STEM

What can you offer as a STEM professional to help young people with life changing skills, find a fulfilling career path, and help bridge the wide gap between school and the world of work?

You could become a STEM Ambassador!



STEM Ambassadors are a special network of people whose passion and enthusiasm for their chosen career path is one of the most effective ways to promote a career in Science Technology Engineering and Maths (STEM).

From your own experience, you often find it was people, whether family, teachers or other contacts that made a difference to your career path. STEM Ambassadors reach out to students of all age groups from reception to advanced level, FE colleges and community audiences.

You may already be taking part in such events but never registered to have this title and become part of an official networks of STEM communication and inspiration.

The programme is:

- Free to join
- Provides a free enhanced DBS
- Light on requirement: one or two events of your choice each year including any provided by your employer.

To read more or register please visit [Becoming a STEM Ambassador](#).

“ I love being a STEM Ambassador, thank you for allowing me to talk about one of my passions. ”

“ The Ambassadors were excellent and really helped them in future career choices. ”

Meet the Scientist

The NHS has a strong tradition of nurturing the brightest and best healthcare scientists. We are so proud to celebrate the fantastic scientists we have working day-in-day-out to deliver high quality care for all.

Josebha Santhini (HEIW)



My job role as a Healthcare Scientist:

Health Informatics is a wide platform where a mix of clinical, technical, and managerial skills act together to support a common goal of improving patient outcomes. Being a trainee health informatics healthcare scientist, I am receiving excellent training on how to plan, design, implement and monitor third normal databases and healthcare systems. The training also helps me to understand, analyse and interpret complex health data to help improve healthcare provision with evidence-based practice. The training gives me the confidence to develop and apply theoretical knowledge into practice in a professional manner through a series of practical

activities from the health informatics training portfolio.

In my current role in the past couple of years, I have been able to support a number of projects utilising my skills. These include creating a third normal database, collecting, and analysing a local dataset, and creating software to combine clinical measurement slides. I have also conducted a clinical audit and produced a report to the department head, conducted stakeholders' interviews and collected requirement for a healthcare system, designed a system architecture for a new diabetes health care intervention, evaluated mobile healthcare interventions using Mobile App Rating Scale (MARS), conducted a risk assessment and created a monitoring plan to plan an implementation process of a diabetes management system. As well as developing my skills through work-based learning, I am also doing a master's degree in health informatics via the University of Manchester as part of the healthcare scientist training. I am currently undertaking a thesis using Natural Processing Language techniques (NLP) to understand the effects of Covid-19 lockdown on Welsh people's mental health through their tweets.

What I enjoy about my job:

I love planning and designing healthcare systems and I thoroughly enjoyed the

new 'antenatal diabetes management system'. The full software lifecycle tasks (from the planning phase until the monitoring phase) I applied to this project was fascinating. I would like to do more of this in future. Evaluating healthcare mobile apps and making recommendations to a healthcare professional about them considering clinical safety as a primary objective was another interesting task I did through this training. I am enjoying learning new skills every day to support my ambition to become a successful health informatics healthcare scientist in the future. The satisfaction I receive from mastering a new skill is what I enjoy the most.

How did I get here?

I worked in the field of rehabilitation for several years and developed an interest in health informatics, later moving into health informatics and worked as a software test analyst within Digital Health and Care Wales (formerly NHS Wales Informatics Service). My career progression desire was forcing me to explore more on the health informatics path, where I found out about the Scientist Training Programme. As I had clinical and informatics experience in me, I thought this would be the perfect path for my career profession and I was right, I am enjoying it.

My job would suit someone who:

As health informatics is a wider platform, people with any kind of technical skills with an interest in working within healthcare would enjoy this role. People who would like to do health data analytics, software project management, healthcare research may love this training and pursue this career path in the future. Someone who likes to take up a challenging leadership role within health informatics and would like to walk home proudly upon completing every successful project.

!NEWS ALERT!

To promote the amazing work that our Healthcare Scientists do, please get involved by completing our 'Meet the Scientist' form [here](#).

Alternatively, you can get in touch with the team on HEIW.HCS@wales.nhs.uk.



@HCS_Cymru / @GGI_Cymru

Healthcare Science Spotlight Sessions

#1 Consultant Clinical Scientists

Since our last newsletter we're delighted to announce that we will be making a resource available shortly on a fantastic spotlight session on 'Consultant Clinical Scientists in NHS Wales'. Watch this space for our calendar of spotlight sessions to be released shortly for the year ahead!

If you were unable to make any of the sessions, all of our spotlight sessions are uploaded to our [Healthcare Science YouTube playlist](#). You can also find our Animated CV and a variety of videos from our Healthcare Science colleagues.

Good News Stories

COVID: Clear Face Masks Trialled in North Wales to 'Greatly Benefit' Patients:

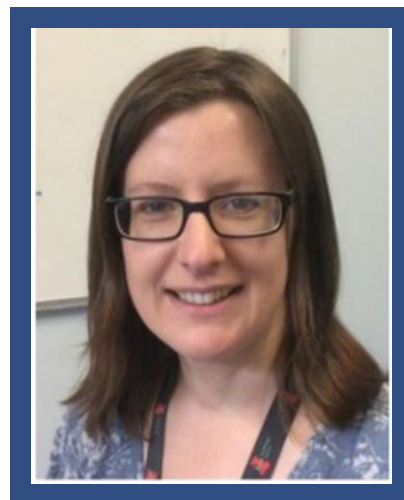
During the first year of the Covid pandemic, Audiologists at Betsi Cadwaladr Health Board tested several models of transparent masks to improve communication with patients and supported NHS Wales to have access to an early approved option throughout the pandemic.

Dr Sarah Bant led this work in her previous role as Principal Clinical Scientist in Audiology, now Associate Director for Workforce Transformation of Healthcare Science and our Healthcare Science Programme Lead.

Research that was undertaken at Cardiff University to understand the sound transmission through these different masks has now been published, available [here](#).

Sarah has continued to work to progress this, despite the change of role:

"There has been fantastic collaboration between services across Wales, Welsh Government, Shared Services (NWSSP) and national charities to ensure that suitable transparent masks were produced, tested and approved, and then made available to be procured across Wales. I am delighted that we have at last made it to the point where Health Boards and Trusts are able to procure the first of the newly approved masks."



New Hearing Aid is Music to Teenager's Ears



A music-loving teenager can now hear his favourite tracks clearly for the first time thanks to the latest technology available within Swansea Bay.

Born profoundly deaf, Gethin Davies has become the first person in Swansea Bay to be fitted with one of the latest NHS hearing aids available – the Danalogic Ambio Smart.

The aids, which Gethin is currently trialling, have inbuilt connectivity, so he can wirelessly stream from a phone or Bluetooth device. It means the 15-year-old can now hear music a lot clearer and even answer phone calls.

This is all done via an app, which also allows adjustments to be made to speech clarity, noise, and directionality, helping Gethin focus on a particular sound without being cut off from other sounds around him. The benefits don't stop there either. A keen sportsman, his new aids reduce the risk of moisture affecting his hearing devices while he is competing in various sports.

Having worn hearing aids since he was 11 weeks old, the new technology has provided Gethin with more independence.

Thanks to Sarah Theobald, head of Audiology services, and Natalie Phillips, Head of Paediatric Audiology, he now has the first hearing aid of its kind in the Swansea Bay area.

Excellent news! 😊

Careersville – an exciting place to develop careers with a wealth of work opportunities



In addition to the Healthcare Science building of which we are very proud and are continuing to develop, we are also delighted that Dentistry careers are coming to Careersville!! This is a very exciting launch with the event being recorded.

A BIG well done to the Careersville Team.



★ Thank you! ★

Healthcare Science Cymru would like to thank the Twitter community on this special achievement, we now have over 1,000 followers! Without you, our account would not be the same.

A BIG thank you to each and every one of you for your daily engagement, and continuous support.

Canopi

Since the start of the pandemic, Health for Health Professionals Wales (HHP Wales) has offered free mental health and wellbeing support to all staff working in the NHS in Wales.

Under the new name Canopi, the platform will continue to offer the same free, confidential, and professional mental health support to all NHS Wales staff. HEIW are pleased to announce that Canopi is here to offer an integrated approach to mental health and wellbeing support in Wales across both Social Care and NHS workforces. With this exciting new expansion, we have chosen to rename the service to reflect the increasing diversity and roles of the individuals using our services.

Canopi aims to provide support to those with acute symptoms such as those feeling

overwhelmed and distressed or having difficulties managing the various challenges that the pandemic has brought; those developing symptoms of anxiety and depression, as well as longer-term effects such as Post-traumatic Stress Disorder (PTSD).

Claire Smith, Workforce Programme Manager at HEIW, says:

“

It's so important that we look after ourselves and each other, if you need to talk the trained professionals at Canopi are there to listen, regardless of where you work in Health and Social Care in Wales, they are ready and willing to help.

”

How it works:

After contacting the service, individuals are directed to a trained doctor advisor who will triage their needs and signpost them to one or more of the following services:



Peer support:

This will give access to volunteer peer-support providers.

Doctors will be directed to the services run by the British Medical Association (BMA). Other health professionals will be directed to a Canopi service.

Guided self-help:

Following initial consultations with either a Silver Cloud or Canopi therapist, individuals will be directed to specific Self-help materials. As appropriate a follow-up consultation will review the need for additional support. In conjunction with the National Centre for Mental Health (NCMH) and Traumatic Stress Wales, we also offer a guided self-help service for post-traumatic stress disorder (PTSD).

Virtual face-to-face consultations:

Individuals can receive a short course of Cognitive Behavioural Therapy (CBT) from a British Association for Behavioural and Cognitive Psychotherapies (BABCP) accredited therapist. Canopi has been designed to work in conjunction and be complementary to the services offered by occupational health departments and the support available to an individual through their GP.

How to contact via Canopi:

To access the guided self-help, peer support, and virtual face-to-face service:

1. Complete the referral form
2. Email: canopi@cardiff.ac.uk
3. Call: 0800 058 2738

One of the core responsibilities of Health Education and Improvement Wales (HEIW) is to deliver, with key partners, a cohesive leadership strategy for health and social care in Wales.



One of the core responsibilities of Health Education and Improvement Wales (HEIW) is to deliver, with key partners, a cohesive leadership strategy for health and social care in Wales. Guiding this approach is the Strategy for Health and Care - 'A Healthier Wales' and the Health and Social Care Workforce Strategy (currently in draft form) outlining our ambition that 'by 2030, leaders in the health and social care system will display collective and compassionate leadership'.

There are three strategic actions underpinning this ambition which provide a framework for delivery of the vision and include:

ACTION 25:

Develop a strategy to frame a consistent approach to compassionate leadership in health and social care in Wales.

ACTION 26:

Establish an accessible range of leadership development resources and programmes for individuals and organisations.

ACTION 27:

Develop a talent management pipeline for leadership roles.

Collectively these actions provide an opportunity to influence cultural change within NHS Wales towards a more collective and compassionate culture, with significant benefits for staff wellbeing and thus improved patient outcomes.

Continuing the theme of leadership, please don't forget that Gwella have an online Leadership Network for Healthcare Science, HEIW's international digital leadership portal. Whilst the Gwella platform is available to access for all without a login, please contact us to request access to the networking area for Healthcare Science at: HEIW.HCS@wales.nhs.uk.

HEIW have created an online survey to obtain feedback on the overall design and user experience of the Gwella platform, with the information gathered to be used to help, redesign, and improve the site. HEIW would be grateful if you would participate in this survey to share your thoughts and ideas for improvement.

The Institute of Health & Social Care Management is approved in company law, with membership open to leaders, managers and administrators working in health and social care. HEIW has now been recognised as a regional hub for the Institute, offering free membership to NHS Wales. Read full article [here](#).

Promote Healthcare Science – help us!

We continue to work with the profession to raise the profile of Healthcare Science in NHS Wales and enable the vision of “one voice” approach. To this aim, please do use the [Communication Toolkit](#) infographic and animated CV for your purposes.

We are eager to reach as many members of the 50+ professions which make up our Healthcare Science community in Wales as possible. Please encourage colleagues to get involved by:

- Visiting our webpage on the HEIW website.
- Following us on social media: @HCS_Cymru / #HCS_Cymru.
- [Signing up to our Mailing List](#).
- [Completing our ‘Job Profile’ questionnaire](#).

Our team can also be contacted directly at: HEIW.HCS@wales.nhs.uk.

