

Healthcare Science Programme

June 2023 newsletter

Programme update

From January to March 2023, the programme team worked towards delivering a successful Healthcare Science Cymru 2023 Conference, with the theme of “Inspire, Innovate, Improve”, celebrating the successful careers of Healthcare Scientists and the positive contributions made by the professions in research, innovation and service improvement, Quality and Safety, Leadership and more.

The Healthcare Science Programme continues to facilitate the delivery of the [Healthcare Science in NHS Wales ‘Looking Forward’ framework](#) across the five pillars of workforce and education, research and innovation, culture and integration, service redesign and transformation, quality, and safety.

In terms of Research and Innovation (R&I), the working group has supported the promotion of the Health and Care Research Wales (HCRW) Research Pathway, developed a high-level vision for healthcare science R&I, improved understanding of the research landscape for healthcare science across Wales, and has increased awareness of existing research and future research development opportunities for the profession. Work is also being progressed to increase capacity for R&I in the healthcare science workforce, including the development of job plans for Consultant Clinical Scientists in Wales.

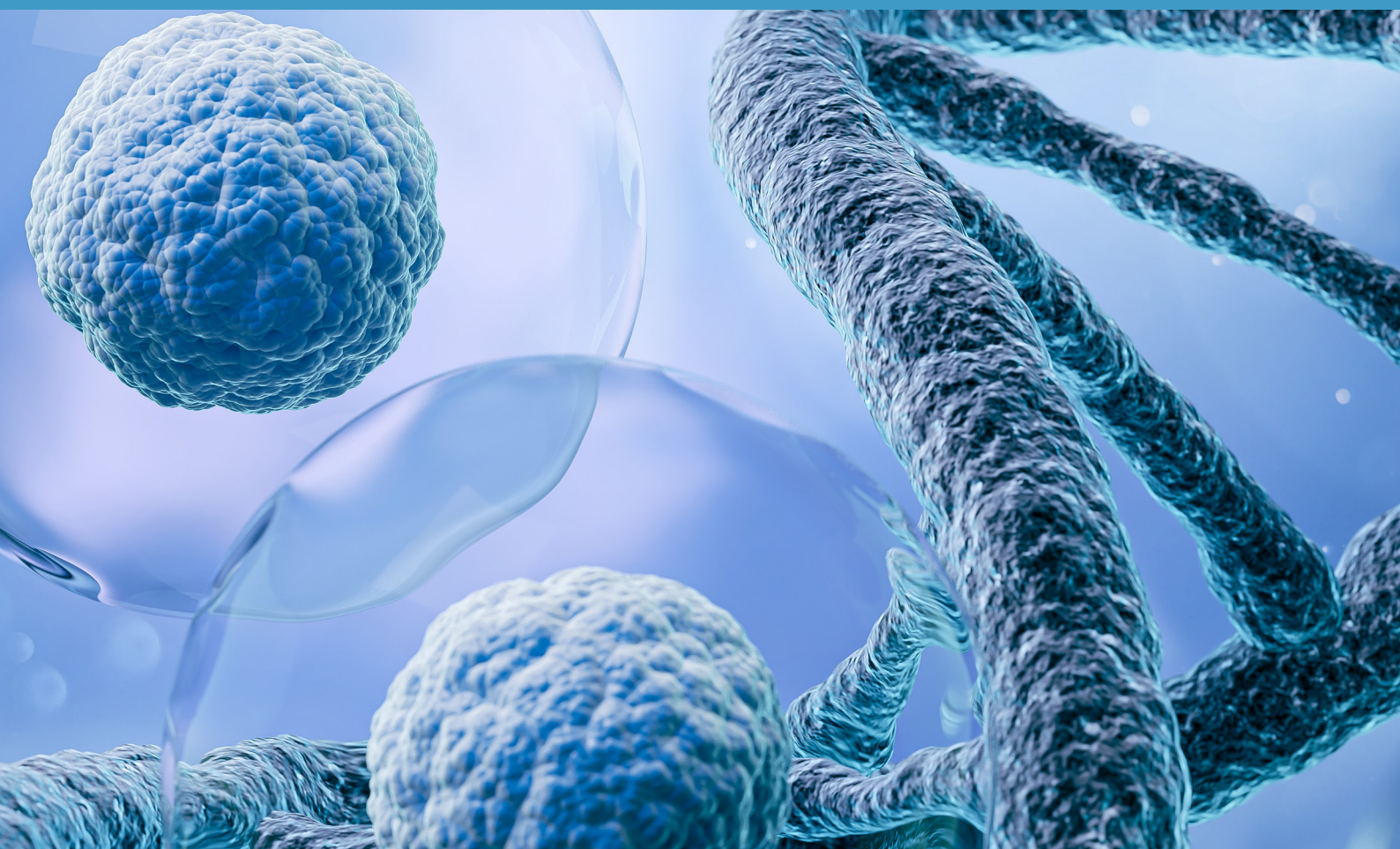
The Quality and Safety Group completed a national audit of service accreditation for healthcare science-led services in Wales, has worked in collaboration with Academy for Healthcare Science to establish a baseline of professional registration and is supporting Directors of Therapies and Health Sciences in Wales to develop national approach to monitoring these going forward.

The workforce and education have benefitted from the appointment of a new Clinical Lead who is leading on preceptorship for healthcare sciences in Wales. Additionally, our Research Analyst has been progressing the workforce data for healthcare science in Wales, exploring Electronic Staff Records (ESR) data and building a strong picture of the workforce across Wales.

Following the successful STP recruitment campaign, over 1400 applications were received across the 48 advertised roles. Interviews have been taking place across Wales for the 2023 intake.

The programme is continuing to promote and raise awareness of healthcare science careers in Wales, whilst also supporting wider strategic priorities around Pathology, Imaging, Diagnostics and Primary Care. Developments have been made across a range of online platforms, including careers information for Careersville, Healthcare Science Cymru webpage content and increased engagement in social media. The digital job profiles booklets have been widely available and there has been significant interest in the healthcare science avatars and promotional materials across NHS Wales and further afield

The Healthcare Science profession has also contributed to national developments including the Welsh Government Framework for NHS Research and Development (January 2023), Welsh Apprenticeship Framework for Healthcare Science Assistants and Associates (February 2023) and the Multi-professional Retention Guide (March 2023), as well as supporting the Medical Devices Regulations Group to lead in MDR preparedness across NHS Wales. In addition to this, the Welsh Clinical Leadership Training Fellow has developed a leadership hub for healthcare science, which can be accessed via [LINK](#) and has made steps towards setting up the Clinical Physiologies Sub-Committee for Wales, which sits under the Welsh Clinical Advisory Committee (WSAC).



Clinical Lead Advertisement and Education round-up

Clinical Lead Advertisement

We delighted to announce 3 short term secondments for this financial year (until 31st March 2024) as Healthcare Science Programme Clinical Leads for:

- Research and Innovation
- Quality and Safety
- Service Transformation

We are looking for individuals in the profession that can bring their experience in one of these areas to drive the exciting developments planned this year. At Band 8a, for 2 days a week each, these provide a fantastic opportunity to lead on national objectives whilst progressing your own career, gaining experience for senior roles or for HSSE.

These are open to all HCPC (or equivalent) registered Healthcare Scientists, Radiographers or ODPs. Further details will be available when applications open. For those working in NHS Wales, a reference from your Director of Therapies and Health Science will be requested.

For more information, please contact HEIW.HCS@wales.nhs.uk.

Healthcare Science Workforce and Education (WEG)

The Healthcare Science Apprenticeship Pathway is awaiting approval after significant support from the profession to review this.

Liz Hargest explains, “[This was a real team effort with collaboration between HEIW and Healthcare Science colleagues from across the range of Healthcare Science professions including Clinical Imaging and Pharmacy Manufacturing. The Level 4 Apprenticeship is now the entry requirement for the Level 5 and 6 education for the part time degree for Pathology, Audiology and Clinical Engineering. Particular thanks goes to Ruth Evans from SBUHB for all her hard work.](#)”

Part-time degree routes to registration for Pathology, Audiology and Clinical Engineering went out to tender, with professions involved in reviewing the applications. This procurement is as a direct result of Network members highlighting the need to have employed education routes to PTP registration and will support the development of the workforce across all geographical areas in Wales as an adjunct to the full-time programmes already commissioned.

Education submissions evaluated from all Health Board and Trust IMTPs (Intermediate Medium-Term Plans) and additional information from national programmes including the Healthcare Science Network to create the draft 24/25 HEIW Education and Training Plan.

Key strategic drivers such as the:

- Healthcare Science Framework (2018)
- Statements of Intent - Pathology, Imaging etc.
- Primary and Community Care
- Geonomics Delivery Plan for Wales (2022)
- Imaging Workforce Strategic Plan (2023 tbc)
- Diagnostics Strategy (2023 tbc)
- Cancer Pathways
- 2023/24 Ministerial priorities:
 - Cancer Services
 - Planned Care and Recovery
 - Urgent and Emergency Care

...were considered in the development of the plan to justify increases in commissioning for certain professions.

Meet Ffion Wynn - new member of the team!

Name: Ffion Wynn

Role: Workforce and Education Clinical Lead



Bio: I started my role in HEIW at the end of January this year, joining the Healthcare Science Team. My professional background is Radiotherapy, and I gained my BSc (Hons) at Liverpool University in 2003. My career has taken me through many different avenues and organisations totalling 15 departments so far, all over Wales, England and even Australia.

I have a passion for the work we do in the NHS and the value of Education, Training and Workforce needs, especially for the Cancer pathway. I became a Practice Education Assessor in 2010 and have worked closely with Cardiff University since then as a Student Mentor,

Assessor, Dissertation Supervisor, and a Student Representative at Velindre Cancer Centre. I also had the opportunity to mentor and assess Medical Students during their Oncology placements, further bolstering my belief in the value of interprofessional learning to create the most cohesive and efficient patient experience.

During a decade long role at Velindre Cancer Centre I was a Team Lead with a special interest in



breast cancer. I worked collaboratively with our Healthcare Science and Allied Health Professional Colleagues in facilitating and then implementing many changes to the Breast cancer pathway, including implementing new treatment techniques and technologies, Writing policies and protocols, training and assessment packages, competency frameworks, workshops, patient experience data collection and patient mobile app developments.

The benefits that I witnessed from working collaboratively with many professions inspired me to train in Coaching and Mentoring, which I did at ILM level 5 in 2017. I applied these new skills to the way I taught students and was awarded Cardiff University 'Best Clinical Placement Educator' in 2018. I applied the same knowledge to the teams I worked with either directly, in Band meetings, peer support groups, action learning sets or 1:1 session for people who were having a particularly challenging hurdle at work.

In 2020 I worked at The Rutherford Cancer Centre and learnt all I could about the future technology for Cancer Services, which is Proton Beam Therapy. Again I kept my links with Cardiff University and remained a guest lecturer for Radiotherapy students covering a range of topics but focussing on PBT and Palliative Radiotherapy.

I am now thrilled to be working at an organisation where my values and ethos are aligned, and I hope I have much to contribute to the fantastic work being done.

Interests: I am passionate about the Welsh Language, people, landscape, culture, literature and preserving the environment of our breath-taking country. I'm a very keen, but poorly skilled, potter, lace maker, painter and felt maker. I'd include singing and performance arts here too!

Also FOOD! Especially if it can be combined with the great outdoors with locally sourced ingredients and plenty of wine or cider. Heaven.

Operating Department Avatar

The Operating Department Practitioner (ODP) is a vital part of the operating theatre team, to provide a high standard of care to patients of all ages, at every stage of their perioperative care journey – anaesthetics, surgery, and recovery.

We are delighted to share with you the ODP avatars which have now been added to our Healthcare Science family.



National Healthcare Science Cymru - who are we?



Just over 7000
Healthcare Scientists

(Equating to approximately 6.6% of NHS Wales)



60+ Tertiary Areas of Work
across 6 HCS Divisions



25% Band 7
or above



19%
Aged 55+



6275
FTE
equivalent



41% in
Laboratory
Sciences



32%
Support
Staff



46
Consultants



45%
HCPC
registered



68%
Female

An aerial view on Healthcare Science across NHS Wales (Produced by our Research Analyst, Cerys Davies)

A BIG thank you - Healthcare Science Cymru Conference 2023

We wanted to send a personal thank you. Please do still feel free to share with colleagues and networks out across NHS Wales; this “thank you” applies very widely.

We are delighted to announce that we had **over 150 people attending the Healthcare Science Cymru Conference** on Monday 13th March 2023 at the Mercure Holland House. If you were able to attend, we hope you enjoyed the day and found both the presentations and the space to talk useful. We have quite a unique situation, where the Healthcare Science profession in Wales didn't previously have its own regular professional scientific conference, and we were delighted that the experience in March provided the first of these well. The support that we had from you all both in the preparation and on the day were second to none. There is much that we can develop further, but we had many of you who are keen to come back next year!

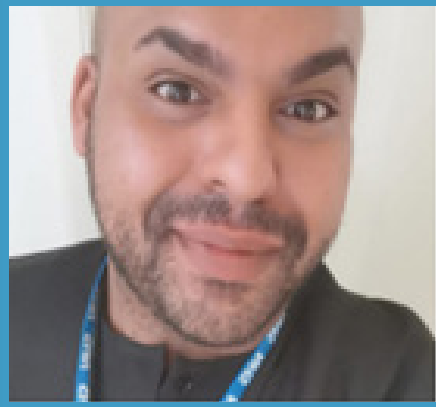
We would like to thank all the speakers, attendees, and the support team from colleagues in HEIW for all their efforts for making the day as enjoyable as possible. Diolch yn fawr.



A look back at our Healthcare Science Cymru
Conference 2023... [watch video here.](#)



Congratulations to our AHA nominees - Carl Onwochei and Paul Lee



**Carl Onwochei, Biomedical Scientist,
Public Health Wales**

We would like to congratulate Carl Onwochei on the **Rising Star award, sponsored by Chamberlain Dunn.**



Carl has quickly excelled in his role, qualifying in March, and already working towards his specialist diploma.

He has a genuine passion for the service delivered and about the health and wellbeing of the patients he serves, which is reflected in his commitment to his job and his dedication to sacrificing a great deal of his personal time to support the service where needed.

Da lawn Carl!

**Paul Thomas Lee, Medical Devices Training Manager
and Deputy Head of MEMs, Swansea Bay University**

We would like to congratulate Paul Thomas Lee on being highly commended for **The Academy for Healthcare Science Award for Leadership in Healthcare Science.**

Paul tackles areas of lack of funding and poor support and addresses shortfalls in teaching, device utilisation, and highlighting significant patient safety risks.



The Medical Device Training team, led by Paul, is at the forefront of service development and targeted interventions. His vision and focus have led to new working methods, improved patient care and his focus on patient safety is instrumental in developing new initiatives, collaborative working and improvement programmes for medical device training, intravenous therapy, and patient safety in the health board and nationally. His considerable drive and determination to succeed are exemplary, and he has been recognised locally and nationally with awards and publications. Despite many pressures, Paul continues to develop his service, takes on new challenges and leads from the front.

Well done Paul!



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 email: HEIW.HCS@wales.nhs.uk.



[@HCS_Cymru / @GGI_Cymru](#)

Good news stories

STEM DVLA Coding Challenge: Meet our Healthcare Science Superheroes!

The Code Challenge enables students of all ages to develop their problem solving, teamworking skills and improve their knowledge of computer programming in a fun and innovative way and also to win thousands of pounds of IT equipment for their schools or groups.

We are excited to announce our Healthcare Science Coding Superhero Challenge in collaboration with DVLA STEM will be going live within all schools across Wales, June 2023. Please support us by using the following hashtags on Twitter.

[#DVLACodingChallenge](#)
[#GoTeamScience](#) [#STEMeducation](#)

Meet our Superheroes

LANA LAB works in laboratories. She looks at parts of the body and searches for viruses and bugs.

RADIATION RHYS has X-Ray vision and can see inside the human body. He can even zap cancer!

DAISY DATA works with special computers to unravel human DNA.

OLLIE G has many talents. She can read brain waves, hear your heart beating, make you fall asleep and much more.

DIGITAL IMOGEN uses her magic camera to capture tiny objects and spot things that the eye cannot see.

EDDIE ENGINEER and BIOMED BALKIR are best friends. They work together to fix things and invent new machines.

The Challenge

We would like you to create a Healthcare Science Superhero Adventure!

We have seven brilliant healthcare science superheroes looking for their next mission. Each has a special superpower, which can be used to keep our citizens safe and healthy.

Use all the Healthcare Science Superheroes, or pick your favourites, to create your very own Healthcare Science Superhero Squad.

Give them a squad name and take them through a new adventure to show how awesome they really are.

[#GoTeamScience](#)
[#HealthcareScienceCymru](#)

Expression of interest: STEM Pen Pal Opportunity

Our Strategic Programme Manager, Toni and Project Manager, Karen recently attended an exciting meeting at Techniquest to further develop STEM.

We are really excited about the upcoming STEM Pen Pal Programme!

To find out more information, please contact HEIW.HCS@wales.nhs.uk. [#STEM](#) [#Techniquest](#)



Congratulations to Christine Love, Head of Post Graduate Education Commissioning at Health Education and Improvement Wales - Education Honorary Fellowship

We are delighted to share that Christine Love has received an Education Honorary Fellowship in recognition of the excellent contributions made to the Education and Training of Healthcare Scientists in the United Kingdom, through the National Scientific training schemes.

A few congratulations have been gathered to share with Chrissy:

On behalf of the Healthcare Science Programme Team, “We are so delighted that Chrissy has been recognised for her excellent contributions made through the recruitment and advertisements of the National Scientific Training scheme. Excellent achievement, Chrissy! Well done”

Andy Irwin, Director of Medical Physic and Clinical Engineering, SBUHB says, “Chrissy has been instrumental in supporting the development of training in Medical Physics and Clinical Engineering – thanks to her work in this area, there are now STP trainees in all of our specialisms in Wales and my warm

Colin Gibson, Consultant Clinical Engineer/ Head of Rehabilitation Engineering, CAVUHB adds, “Congratulations to Chrissy and our thanks – specifically from a Rehabilitation Engineering perspective – for all your support and help over the years”

Dave Tyler, Head of Cardio-Pulmonary Diagnostics, CTMUHB congratulates Chrissy, “Congratulations Chrissy on this well-deserved award! On behalf of Cardiac, Respiratory and Sleep Sciences in Wales I would like to take the opportunity to pass on our thanks for setting up and driving the training programme for Healthcare Scientists in Wales. This has had such a positive impact for our profession, not only in developing our Scientist workforce and the opportunities this brings for team development but ultimately improvements this makes to the services we are able to develop and provide to our patients.”

John Geen, Clinical Lead: Clinical Biochemistry Service and Point of Care Testing Service, CT-MUHB expresses, “Chrissy has been a fantastic advocate for healthcare science education and training in Wales. Chrissy’s support and enthusiasm has been essential in progressing career opportunities for HCS’s. The awarding of the Education Honorary Fellowship by the Academy of Healthcare Science is richly deserved and reflects the gratitude of the HCS community in Wales and beyond”.

Helena Morgan congratulates Chrissy, “Amazing news Chrissy. Congratulations so well deserved and thank you for all your support in the Neurophysiology journey.”



Promote Healthcare Science

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**
- 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**.

