

INSTITUTE OF BIOMEDICAL SCIENCE

# BIOMEDICAL SCIENCE SUPPORT STAFF QUALIFICATIONS



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# IBMS Background

**1992 Manual for the Training and Competence Assessment of Medical Laboratory Assistants**

**2001 Completion of IBMS/ST&M Council project to develop NVQ 2 qualification in Clinical Laboratory Support**

**NVQ level 3 not developed but LATA\* NVQ used**

**\* Laboratory and Associated Technical Activities**

**2013 Certificate of Achievement Part I and Part II**



# Drivers for Change

**HCS career framework/ MSC**

**QI PP**

**IBMS Education Strategy**



# Modernising Scientific Careers

- HCS Assistants levels 1-3 “defined task and protocol based roles”
- Potential to undertake foundation degrees (or equivalent) and progress to HCS Associate
- Direct entry to Associate HCS – level 4 “undertaking protocol investigative tasks and treatment procedures”
- Development into senior HCS Associates or entry in to HCSP training programme
- ❖ Undertake a range of tasks currently done by registered staff
- ❖ Necessary to deliver an increased workload and to support proposed registration and post registration training cost and delivery.



# QI PP - Organisational pressures

- **Pathology networks**
  - centralisation, rationalisation
- **Primary care pathology provision**
- **High street pathology**
- **Independent sector involvement**
  - review roles and structures to reduce complexity
  - develop skills to improve efficiency
  - access to new and extended roles beyond traditional boundaries



# IBMS Education Strategy (2011)

To support the biomedical science workforce to be suitably knowledgeable and skilled so that it can advance and maintain high standards of professional practice in response to changing workforce and service needs.

## Strategic Action

- To develop a structure for the training and recognition of biomedical science support staff and enhancement of career prospects.



# Objectives

1. **Develop competency based professional qualifications to give laboratories opportunity to develop own workforce**
2. **Establish nationally recognised , standardised and quality assured qualifications for Associate members of IBMS**
3. **Provide IBMS corporate members with a toolkit in support of this for local implementation and innovation.**



# Guiding Principles

- In line with IBMS qualifications assessment of competence should be:
  - task orientated
  - knowledge and skill based
  - modular structure
- Core and optional modules
- Relevant to scope of practice
- Lead to named award and recognition





# IBMS CERTIFICATES OF ACHIEVEMENT

**BIOMEDICAL SCIENCE SUPPORT STAFF CERTIFICATE OF ACHIEVEMENT PART I**

**SECTION 1 | PROFESSIONAL ROLES**

Module 1	Core	Personal Responsibility and Development
Module 2	Core	Equality and Diversity
Module 3	Core	Communication
Module 4	Core	Data Handling
Module 5	Core	Contributing to Team Work

**SECTION 2 | HEALTH AND SAFETY**

**Table 1. Certificate of Achievement Part 1: Core and Optional Modules**

Performance Indicators	Evidence of Achievement			
	Trainee		Trainer	
	Date	Signed	Date	Signed
Has attended statutory and mandatory training for:				
i) Fire				
ii) Health and Safety Awareness				
iii) Manual handling				
iv) Others				
Takes appropriate action when seated at a computer workstation for more than 2 hours?				
Correctly identifies the following warning signage:				
i)				
ii)				
iii)				
iv)				
v)				
vi)				
vii) Others applicable to job role				

<b>FUNCTIONAL SECTIONS</b>				
<b>Professional Roles</b>	<b>Health and Safety</b>	<b>Quality</b>	<b>Specimen Handling</b>	<b>Performing Standard Tests</b>
<b>CORE MODULES PART I</b>				
<b>Personal Responsibility and Development</b>	<b>Safety at Work</b>	<b>Maintaining Standards of Working Practice</b>	<b>Receiving Specimens</b>	
<b>Equality and Diversity</b>	<b>Maintaining a Healthy Environment</b>		<b>Storage and Retrieval</b>	
<b>Communication</b>	<b>Cleaning and Decontamination</b>		<b>Sample Disposal</b>	
<b>Data Handling</b>				
<b>Contributing to Team Working</b>				
<b>OPTIONAL MODULES PART I</b>				
	<b>Waste Management</b>	<b>Preparing Stock Solutions</b>	<b>Preparation of Specimens for Investigation</b>	<b>Simple Manual Method or Commercial Kit</b>
		<b>Routine Maintenance of Laboratory Equipment</b>	<b>Specimen Packaging and Transport</b>	<b>Use of an Automated Analyser</b>
			<b>Obtaining Venous Blood Samples</b>	

<b>FUNCTIONAL SECTIONS</b>				
<b>Professional Roles</b>	<b>Health and Safety</b>	<b>Quality</b>	<b>Specimen Handling</b>	<b>Performing Standard Tests</b>
<b>CORE MODULES PART II</b>				
<b>Personal Responsibility and Development</b>	<b>Safety at Work</b>	<b>Maintaining Standards of Performance</b>	<b>Receiving Specimens</b>	<b>Manual Method or Commercial Kit</b>
<b>Equality and Diversity</b>	<b>Prevention and Control of Infection in the Laboratory</b>		<b>Storage and Retrieval</b>	
<b>Communication and Interpersonal Skills</b>	<b>Cleaning, Decontamination, and Waste Management</b>		<b>Sample Disposal</b>	
<b>Data Handling</b>			<b>Preparation of Specimens for Investigation</b>	
<b>Team Working</b>				

<b>FUNCTIONAL SECTIONS</b>				
<b>Professional Roles</b>	<b>Health and Safety</b>	<b>Quality</b>	<b>Specimen Handling</b>	<b>Performing Standard Tests</b>
<b>OPTIONAL MODULES PART II</b>				
<b>Developing Others</b>		<b>Preparing and Maintaining Stock Solutions</b>	<b>Specimen Packaging and Transport</b>	<b>Use of an Automated Analyser</b>
		<b>Routine Maintenance and Calibration of Laboratory Equipment</b>	<b>Preparation of Specimens using Automated Equipment</b>	<b>Point of Care Testing</b>
		<b>Planning and Monitoring Work</b>		<b>Staining Specimens</b>
				<b>Investigating Specimens at a Microscopic Level</b>
				<b>Reading Bacteriological Culture Plates</b>

# Assessment

- **Local ownership informed by current practice**
- **Knowledge and competence statements indicate limits of practice**
- **Performance indicators encourage a standardised, consistent approach**
- **Completion of set tasks required as evidence**
- **Individuals elements must be signed off by trainer, line manager and laboratory manager**
- **IBMS may conduct external audit**



# Awards

- **Certificate of Achievement Part I**
  - available to Non-IBMS members
  
- **Certificate of Achievement Part II**
  - available to IBMS members only



# Added Benefit to IBMS members

- Eligibility to apply to become registered with the Science Council as:
  - Registered Science Technician (RSciTech)
  - Registered Scientist (RSci)



# Registered Science Technician

- **QCF Level 3 qualification (or equivalent)**
  - A levels
  - SVQ/NVQ 3
  - BTEC certificates
  - Certificate of Achievement Part 1
- **CF level 3 scope of practice – Assistant Practitioner**
- **Membership of a Science Council licensed body (IBMS Associate member)**
- **1 years professional experience and undertaking CPD**





# Registered Scientist

- **QCF Level 5 qualification (or equivalent)**
  - SVQ/NVQ 4
  - BTEC diplomas
  - HND
  - Foundation degrees
  - Certificate of Achievement Part 2
- **CF level 5 scope of practice – Associate Practitioner (or Licentiate)**
- **Membership of a Science Council licensed body (IBMS Licentiate member and some eligible Associates)**
- **2 years professional experience and undertaking CPD**



# QCF Level 3

## Assistant/Senior Assistant Practitioners

- Ability to identify and use relevant understanding, methods and **skills to complete tasks**
  - Use factual, procedural and theoretical understanding to complete tasks
- Exercising autonomy and judgement within limited parameters
  - Interpret and evaluate relevant information and ideas
- Awareness of different perspectives and approaches within an area of work
  - Able to review how effective methods and actions have been

# QCF Level 5

## Associate Practitioners

- Ability to identify and use relevant understanding, methods and **skills to address broadly-defined, complex problems**
  - Use factual, procedural and theoretical understanding to find ways forward
- **Planning and developing courses of action**, exercising autonomy and judgement within broad parameters
  - Analyse, interpret and evaluate relevant information, concepts and ideas
- Awareness of different perspectives and approaches and **reasoning behind them**
  - Evaluate actions, methods and results



# QCF Level 6

## HCPC registered Biomedical Scientists

- **Ability to refine and use** relevant understanding, methods and skills to address complex problems
  - Use factual, procedural and theoretical understanding to find ways forward
- **Taking responsibility for planning and developing courses of action** that are able to underpin substantial change or development, as well as exercising broad autonomy and judgement.
  - **Critically analyse, interpret and evaluate complex information, concepts and ideas**
- **Understanding of different perspectives**, approaches or schools of thought and the theories that underpin them
  - Evaluate actions, methods and results **and their implications**



# Membership & Qualifications

**Higher Specialist Diploma or  
DHSP**

**Specialist Diploma or DSP**

**Certificate of Competence**

**Certificate of Achievement  
Part II**

**Certificate of Achievement  
Part I**

**Fellow**

**Member**

**Licentiate**

**RSci**

**Associate**

**RSciTech**



# To summarise

## The IBMS is offering:

- Affordable, accessible alternatives to NVQ and FD
- qualifications to underpin the development of new or extended roles
- closer alignment between service need and education/development
- a mechanism for staff to access a voluntary register (RSciTech and RSci)



# INSTITUTE OF BIOMEDICAL SCIENCE

