





# ANNUAL REPORT

2021 - 2022

Please find within the Annual Report of the Academy for Healthcare Science for the 2021 to 2022 year

[information@ahcs.ac.uk](mailto:information@ahcs.ac.uk)

# CONTENTS

- 03** Foreword - Chair
- 04** Regulation Framework
- 04** Finance Report incl RCCP
- 05** Professional Bodies/President
- 06** HCS Leadership Journal
- 07** AHA Awards
- 08 - 09** Relevant News articles / HCS Week
- 10** Equivalence
- 11** PSA Contribution
- 12- 13** PSEL
- 14** RCCP incorporation
- 15** CRP
- 16** LSI
- 17** VOX editions
- 18** Accreditation
- 19** Endword - CEO



## JOHN STEVENS

Chairman

Hello and welcome to the Academy for Healthcare Science's Annual Report, covering 2021-22. It has been yet another incredible year for the Academy, of which I am proud to play a part in. The AHCS team have continued to work from home with meetings being held virtually. We have seen an increase in participation across our various Councils, Committees and Boards as a result of the convenience of technology.

I'd like to express my gratitude to those who have supported the Academy and the wider Healthcare Science community in what has been another challenging year as we continued the battle against Covid-19 and began our recovery. Our staff, contractors and stakeholders have worked tirelessly to support the workforce through registration and regulation whilst sharing wellbeing resources for all.

This report will cover many of the Academy's successes and achievements over the past year.

# FOREWORD

I am pleased to say that the Academy's register remains accredited by the Professional Standards Authority. Joining the Academy's register demonstrates an individual's commitment to maintaining their professional competency and high standards of conduct, providing assurance for employers and confidence to patients and the public. The register also helps to raise the profile of all healthcare science professionals and their significant contribution to patient care, clinical excellence and advances in healthcare.

As we look forward to 2022-23, we will see the incorporation of RCCP really come to fruition. This change will see a new era of the Academy of which I look forward to, with many new developments and progressions in the pipeline.

# REGULATION FRAMEWORK

## MICHAEL GUTHRIE

Senior Executive

The Academy's Regulatory Framework (2021) describes our approach to registration and regulation. This is an overarching framework which ensures that we are both consistent and flexible in our approach. This sets out a range of different approaches to regulation and registration of different professional groups, spanning Professional Standards Authority (PSA) accredited registers, non-PSA accredited registers and directories. This means we can put in place a regulatory response which is proportionate to risk and which takes into account the stage of development and circumstances of a professional group.

In [month/year], the Registration Council for Clinical Physiologists (RCCP) became part of the Academy. Improved clarity for the public and professionals from common standards

and processes is a key benefit from the RCCP becoming part of the Academy. Over the course of year, we reviewed the standards and regulatory policies across the organisation to ensure continued good practice and adopted common standards and policies, discontinuing others. On 1 April 2022, 'Good Scientific Practice' was adopted for all registrants including clinical physiologists who were on the RCCP register. This means that for the first time, all members of the registered healthcare science workforce who are not statutorily regulated will be working to the same code of conduct.

We also reviewed our approach to regulatory governance and developed plans to ensure that our approach continues to be efficient and effective. We will implement the outcomes in 2022-23.

# FINANCIAL REPORT

## (INCLUDING RCCP)

## KEISHA ASAMOAH

Business & Governance Manager

### Income

Income for the period was £443,940.48, approximately 15k higher than projected.

### Balance Sheet

The balance sheet had an excess of income over expenditure by £34,389.92.

# PROFESSIONAL BODIES

The Academy's Professional Bodies Council has continued to champion the wellbeing of colleagues following the Covid-19 pandemic and has provided resources that we have shared in various communications.

Our President,  
Professor Brendan Cooper says:

**“This has been an incredibly challenging year with massive change and instability for all on a global scale. Amidst all this chaos and upheaval, UK healthcare scientists have continued to stoically deliver great services, knocking down waiting lists, exploring new ways of working and grasping new technologies. As we change monarch, the consistency, the dedication and commitment to public service seen in the late Queen Elizabeth II, can act as a beacon for us all to carry on being brilliantly professional and always essential to our patients and the public.”**



# HCS LEADERSHIP JOURNAL



## KEITH ISON

Senior Executive

Our Healthcare Science Leadership Journal launched in Spring 2021 and we look forward to many more editions to come. The Journal aims to inform and inspire by sharing ideas and insights that are of value to those interested in leadership within their field.

The first issue started with a welcome from all four national Healthcare Science leads in the UK. Content ranged from individual experiences to a strategic overview of the future for Healthcare Science.

New features for issues in 2022/23 include looking at research about leadership and taking different perspectives on diversity and inclusion.

A big thank you to all our contributors and especially to Shelley Heard for all her work in editing the Journal in 2021/22.

Please keep submitting articles – this will be good for your profession and for your own development.



# AHA AWARDS

## CARLY ALLEN / MILLY BRITAIN

The Advancing Healthcare Awards returned for another year, and we were proud to sponsor two awards.

The award for inspiring the Healthcare Science workforce of the future was won by Danny Gaskin & Selma Turkovic, Biomedical Scientists & Patient Blood Management Practitioners, Patient Blood Management Team, NHS Blood and Transplant, and Anas Nasir, Biomedical Scientist, Viapath UK.

Our Chairman was delighted to attend the ceremony, held in London, and congratulated all finalists and winners on behalf of the Academy.

This year's Clinical Research Practitioner award focused on Leadership. Over 20 applications were received with the three finalists standing out for their commitment, dedication, and skill in their contribution to research delivery. Angharad Williams won the CRP Leadership Award this year.

Commenting on the event and her achievement Angharad said:

*I was so delighted to have been nominated for the Advancing Healthcare Awards for my leadership as an AHCS registered CRP! To be announced as winner was astounding and I am still overjoyed! It really proves that we can be leaders in any role, not just in management positions. The day of the awards ceremony was equally pleasing because there were so many CRPs being recognised for the work they do as healthcare scientists, and we felt very much at home with our colleagues.*

We look forward to next year's award where we hope to be able to sponsor four awards.





# RELEVANT NEWS ARTICLES

## CARLY ALLEN

[Our News and Events page](#) is updated regularly to promote the latest in the Healthcare Science world. Here we are sharing with you a few favourites from this year.

### 1. Why I Went Through the Equivalence Process and Why I think it's Important as a Lead Healthcare Scientist to Lead By Example

*"I want to demonstrate the value of the register. Although HSST equivalence is not currently required it is likely to become an increasing requirement in posts that are being created (I've seen one recently). In order to maximise flexibility for my workforce to apply for posts in the future I think it's important to get on the register early and show why it might be important for their futures."*



### 2. We continue to share relevant upcoming conferences hosted by Westminster Health Forum that may be of interest to you and your colleagues. To visit the latest events, visit here.



### 3. AHCS President writes for the Guardian on behalf of ARTP: Lung function, long COVID and the road to recovery

*“I’d like you to take a deep breath in... right in and...blow! Keep blowing... keep blowing, keep going, right out... just a little bit more... and... relax!” These words are uttered by respiratory physiologists thousands of times daily in the UK.*

This is spirometry, the basic lung function test that indicates normality from abnormality, detecting asthma, COPD or lung fibrosis and is the gateway measurement to many lung disorders”...

### 4. Non-Executive Director Prof. Tony Fisher awarded Lifetime Achievement

We are delighted to share that our Non-Executive Director, Professor Anthony Fisher, has been awarded the Chief Scientific Officer’s Lifetime Achievement Award for Medical Physics and Clinical Engineering.

### 5. Response to DHSC Consultation: deciding when statutory regulation is appropriate

We are pleased to share with you the AHCS-RCCP response to the Department of Health and Social Care’s open consultation on Health Regulation and deciding when statutory regulation is appropriate. Read the full response.

### 6. We were delighted to attend the Ulster University Healthcare Science & Health Physiology Event in March 2022.

The event showcased the diverse roles and career opportunities within the Healthcare Science and Health Physiology workforce and hosted speakers who are experts in their fields including our President, Professor Brendan Cooper, and Non-Executive Director Geoff Lester.

### 5. Healthcare Science Week 2022 was our most successful yet!

Engagement soared as we shared blogs, events and news across our social media channels and website.

# EQUIVALENCE

## LYNNE SMITH

With the NHS still reeling by the effects of the pandemic, 2021 proved that the Academy could significantly support the Healthcare Science workforce and their employers, to address both immediate and long-term health threats. COVID highlighted how our HCS workforce needed to safely and effectively adapt and respond to the ever-changing demands. Their contribution to the NHS had never been more important, when a workforce of highly-skilled Clinical Scientists are able to support the work of their medical colleagues at a time when doctors were so over-stretched.

The Academy was delighted when an exciting initiative aimed at increasing the number of statutory registered healthcare scientists was announced in 2021. Health Education England's National School of Healthcare Science were able to provide funding for 200 additional applications for STP Equivalence. Successfully completing the equivalence process would provide an increase in the scientist workforce, who "would be competent to undertake complex scientific and clinical roles, defining and choosing investigative and clinical options, making key judgements about complex facts and clinical situations within a quality assurance framework." COVID dictated an emphasis on cardiac and respiratory sciences, although applications from those working in Life sciences, Physical Sciences, Physiological Sciences and Bioinformatics were welcomed.

680 applications were received for the 200 funded places. The effects of COVID caused significant delays in submissions, but 156 applicants are currently in the processes of portfolio assessment; uploading further evidence, completing their

portfolio process or awaiting assessment. 16 are awaiting interview and 28 have successfully completed the Equivalence process, gaining AHCS Certificate of Equivalence and eligibility to register with HCPC as Clinical Scientists.

Having the number and calibre of specialist assessors is key to the success of this process. AHCS has been so impressed to have received offers from Clinical Scientists from the STPT programme and importantly, successful applicants from the STPE process to train to be STPE assessors. This has really shown how the Healthcare Science communities support one another.

A key aim for Equivalence in 2022-2023 is to improve communication. The Equivalence Team already provides 1:1 support for applicants and assessors, however we are looking to provide monthly drop-in sessions for all to join. We will pilot ways in improving the interview and assessment processes in light of lessons learned during this unprecedented year.

All this and HSSR, Practitioner Equivalence and Certificate of Competence continues. It is very rewarding to see Clinical Scientists being registered as Higher Specialist Scientists, further proving how adaptable the HCS workforce can be to provide services at such a high level.

Gaining registration at Practitioner level is so important to demonstrate skills and competency to employers and to show to the public that registration with AHCS helps provides safe, high quality services.

# PSA CONTRIBUTION – PSA

In April 2022, following our annual check for 2021-22, we confirmed that the Academy for Healthcare Science (AHCS) continue to meet our Standards for Accredited Registers. We didn't note any significant changes or concerns, but we issued two Recommendations with feedback to help the AHCS implement them.

We also noted the AHCS's work to monitor and promote Equality, Diversity and Inclusivity (EDI) matters including a webinar held in May 2021 and plans to recruit an EDI ambassador.

First accredited by us in 2014, the AHCS continues to play an important role as one of 24 Accredited Registers. In the 10 years since the creation of the programme it has grown to include over 100,000 registrants working in over 60 healthcare roles – and continues to grow. The continued aim of the programme is to safeguard vulnerable people and protect the public.

Registers and their registrants demonstrate a commitment to professional standards and ethical behaviour – a commitment which is not required by law. This increases public confidence in these practitioners and the roles they perform, and gives employers the confidence to recruit a role not regulated by law – at a time when flexible workforce solutions are in demand.

The Accredited Registers programme offers a range of benefits including a robust complaints handling system that all registers must provide, and the sharing of information about poor practice between registers. You can find out more about the Accredited Registers programme [here](#).



# PSEL

## FIONA FIORENTINO

### Practical Skills for Professional Education & Leadership in Healthcare Science (PSEL)

**About PSEL** – Instigated by Ruth Thomsen, Scientific Director (London) PSEL is a 4-day programme with a wide range of interactive lectures, activities and opportunities to stimulate reflection on personal and professional development and the wider professional challenge and opportunities for Healthcare Scientists.

#### What is covered in the programme?

- Aspects of professional and educational leadership including:

- Success and challenges of professional and educational leadership, dealing with difficult situations.
- The principles of work-based learning, inspiring learners, coaching, mentoring and its impact on learning and clinical outcomes.
- Culture, establishing resilience, motivating colleagues, behaviour, attitudes, values, beliefs, and problem-solving.
- Reflecting on practice, planning for change, self-appraisal.

#### Who facilitates the programme?

– Dedicated, compassionate and experienced facilitators, familiar with change management, professional development and education and leadership in healthcare settings:

Dr Sue Fergy (lead) – Sue is a powerful force in programme development and uses her positive

attitude and tireless energy to encourage others to work hard and achieve. She is also an executive coach and works with the multi professional Professional Support Unit at Health Education England (London).

**Kev Wyke** – Kev is an Organisational and Leadership Development consultant, a facilitator and a coach working with organisations to bring innovative thinking and creative collaborative approaches to getting work done. Kev works with a wide variety of clients including NHSE and NHSI, Local Government Organisations and a number of charities. Kev is also part of the NHS Leadership Academy Faculty working on National programmes.

**Anne Benson** – Anne is an organisational, team and leadership development consultant, accredited coach, and clinician, working in practice-based consultancy, education, and development, in the field of organisational and system change, leadership and team development, supervision and coaching.

**Sue Nash** – Sue is an experienced facilitator and has worked in public, private and voluntary sector. She specialises in action learning sets, 360-degree feedback coaching, and individual, leadership and team development. Sue has had extensive experience of operational and project management in the public and voluntary sectors including twenty years of nurse leadership and management at all levels. Sue has been a faculty member of The Academy for Healthcare Science's education and leadership programmes since 2017. Sue thoroughly enjoys working with her colleagues from the Faculty facilitating development opportunities for this workforce.

**Kathleen Sullivan** – Kathleen’s work centres on personal and professional issues which are potentially impacting on career satisfaction, fulfilment, and well-being. She is part of the Professional Development Team at Health Education England (London) where she coaches doctors in training and runs courses for NHS consultants and senior trainees on coaching and mentoring skills, consultant interviews, and virtual group coaching

**How many courses have been delivered?** 30 programmes have been delivered since 2016, reaching over 550 Healthcare Scientists. We have delivered 8 courses online and one delivered face to face from April 2021 to March 2022.

**Major success of the programme** – the programme has proved so popular that NHS Trusts throughout the UK are commissioning the programme specifically for their own staff. There are 5 more programmes confirmed for the remainder of 2022.



#### What our delegates think –

*I want to take this opportunity to thank you for your hard work and dedication in organising and delivering such fantastic content and interactive sessions that made for an inspiring, motivating and emotionally moving course. Personally, I feel that after the course, I've been equipped with the tools and confidence to take on future teaching, mentoring and leadership opportunities and grow as a compassionate leader to inspire positive change in people, one interaction at a time.*

*I feel like every HCS should attend a course as great as this. There should be more opportunities like this out there*

*This course has given me an appreciation of the roles HCS' can take in bringing about change in the NHS*

*...has given me the knowledge to tackle problems I may face and has encouraged me to make advances in my career*

*...really made me think and reflect on my practice and how I can improve the learning of my learners*

# RCCP INCORPORATION

## AMANDA ORCHARD

---

This year saw The Registration Council for Clinical Physiologists (RCCP) transfer its register and all operations into The Academy for Healthcare Science (AHCS).

This was to provide greater clarity for registrants with one registration organisation, improve understanding of the profession and lead to improved patient safety.

We are pleased to say the transfer itself went very smoothly and saw staff coming together, sharing best practice and bringing together a mixture of skills which will all enhance the work that AHCS undertake.

Together we believe we are stronger to see Healthcare Science recognised and respected as one of the key clinical professions and have strong influence by bringing the healthcare science workforce together.

Looking to the future, at a time when unity is sometimes rare to find, it looks to be exciting times where we will be an effective regulatory body for all within Healthcare Science, working together for us all.



# CRP

## MILLY BRITTAIN

### Who are Clinical Research Practitioners?

The skills and knowledge of Clinical Research Practitioners (CRPs) play an important role in the delivery of research across all health and care settings in the UK, these roles include but are not limited to: Clinical Studies Officer, Research Practitioner, Clinical Trials Practitioner, Clinical Trials Officer, among others.

### The Accredited Register

The Directory continues to be a pre-registration space for CRPs to join with the intention of applying to join the Register. The PSA Accredited CRP Register was launched in March 2021 and since then, the CRP community has grown significantly with monthly bulletins being distributed to CRPs with AHCS and National Institute for Health and Care Research news.

Over a year on since the launch of the Register, the Academy implemented a renewal process for the Register which saw CRP's renew their registration for the first time. Every 3 years, registrants will need to complete the application again.

At present, only degree holders can join the Register, but over the next twelve months, the Academy plans to launch an Experienced Practitioner Gateway for those individuals who currently don't hold a degree. This gateway will be open for a period to allow registrants to join the growing Register.

### Engagement

A successful virtual engagement event was held in March 2022, to celebrate the work of CRPs and to mark one year of the CRP accredited register.

*I found the CRP event motivated me to register and start my application to be registered as the benefits of being registered under the CRP Accredited Register ensures that there is a set standard of practice across all CRP's who are registered.*

**– Fiona Richardson, Research Practitioner.**





# LSI

## CLIVE POWELL

2021/22 has largely been a period of consolidation for the LSI Register. During 2021 access to NHS premises began to open up again for industry staff. Of course, some had been needed on site during even the worst of the pandemic in order to carry out essential work enabling the NHS to continue functioning. It was gratifying to see that registrant numbers were fairly stable even during worst days of Covid and over the past year they have been maintained.

Moving forward, we are looking forward to being able to actively promote the value of the LSI Register to the NHS such that it becomes the first recourse when NHS staff want to check the credentials of industry visitors. We are grateful for the continuing support of Professor Dame Sue Hill, NHS Chief Scientific Officer for England, and her deputy, Angela Douglas, but we will aim to push the Register more actively over the next year and we are working on the best way to do this. We believe industry wants to see a single system in place and the Register is the only independent, not-for-profit solution.

We have also been working on new governance arrangements for the Register. Now that it's more firmly established, the time has come to seek greater involvement from the NHS and other professional bodies. This will improve oversight of the Register's operations and will enable us to demonstrate that this isn't simply a cosy, self-regulatory arrangement under industry's sole control. That will further add to the credibility of the Register as a robust mechanism for companies' staff to demonstrate their 'fitness to practise'. The NHS and, perhaps more importantly, the general public would expect this.

As we move towards 2024, we hope to make progress on a number of other fronts. In addition to those already mentioned, the LSI documents such as the Standards, Terms of Reference, and various user guides will all be under review and a number of improvements should result. Registrants will, of course, be notified directly of any changes, especially those that related to training and the registration process. We continually monitor developments in industry and the NHS in order to keep the Register current and relevant.



# VOX EDITIONS

**CARLY ALLEN**

Our VOX newsletter includes news from across the healthcare science profession!

We continue to see an **INCREASE** in subscribers.

17 issues were published this year.

Past editions are available to [read here](#)



# ACCREDITATION

## LIZANNE STEENKAMP

It has been an exciting time for accreditation in the context of the transfer of the RCCP to the AHCS. The transfer brings the function of course accreditation, leading to eligibility to join the register, to the AHCS as the RCCP provided accreditation for professions not included in the Modernising Scientific Careers (MSC) project. Since the introduction of the MSC project, the Healthcare Science professions have expanded in range as new professions and related specialities developed. Examples include the accreditation and registration of graduates in Educational Audiology and the registration of Clinical Exercise Physiologists (CEP), with accreditation of CEP courses to follow.

The transfer also brings with it an opportunity to streamline the quality assurance processes for Higher Education provider to maintain accreditation status of existing Practitioner Training Programmes (PTP). Going forward, PTP courses will only require accreditation by the National School for Healthcare Science (NSHCS) as the NSHCS already accredits PTP courses on behalf of the AHCS.

The Standards, Equivalence and Accreditation team are looking forward to exploring the opportunities that an accreditation function can bring to prospective registrants as well as the ongoing accreditation relationship with the NSHCS.



# ENDWORD BY CEO

## JANET MONKMAN

What a year it has been for the healthcare workforce, and how immensely proud I am of our registrants and the wider Healthcare Science workforce. This year continued to highlight the critical contribution Healthcare Scientists make to delivering patient care and has given the opportunity to spotlight the often 'unseen' careers with healthcare.

This year the Academy has remained dedicated to patient safety through registration and regulation.

We have worked closely with patient safety organisations to ensure best practice and up to date knowledge for staff, registrants and stakeholders. We continue to support and

promote Healthcare Science, its staff and the specialist professional bodies.

The incorporation of RCCP will only help to strengthen the Academy's presence and I look forward to working with new colleagues towards the same goal.

Thank you for your continued support of the Academy.

