



# Professional Standards of Behaviour and Practice for the Healthcare Science workforce

## **GOOD SCIENTIFIC PRACTICE 2021**

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## The purpose of Good Scientific Practice

Patients<sup>1</sup> are the number one priority and their safety in all settings where the healthcare science workforce operate is paramount. The purpose of Good Scientific Practice (GSP) is to set out the professional standards on which safe and good working practice is founded for all those in the healthcare science workforce.

GSP also confirms to employers the standards of behaviour and practice that all members of the healthcare science workforce must be supported to achieve and maintain, both in the NHS and all others sectors and settings. The standards are essential for all members of the workforce to perform their job role activities; provide safe, effective patient care; and demonstrate their professionalism.

GSP uses the Health and Care Professions Council (HCPC) Standards of Proficiency for Clinical Scientists and Standards of Conduct, Performance and Ethics as its benchmarks. It also draws on other regulatory and professional body standards and expresses them within the context of the healthcare science.

A further key reference point is the NHS Constitution. All NHS bodies in England, and private and third sector providers that supply NHS-commissioned/-funded services in England, are required by law to take account of the Constitution in their decisions and actions; <https://www.gov.uk/government/publications/the-nhs-constitution-for-england>.

GSP is structured into five domains, each of which has sub-domains. These are as follows:

**Domain 1: Professional practice** – Patient-centred care; Scope of practice; Communication; Professional responsibilities; Working with others.

**Domain 2: Scientific practice** – Data and reporting; Technical proficiency; Quality assurance.

**Domain 3: Clinical practice** – Clinical activity; Clinical investigation and therapeutics

**Domain 4: Research, development and innovation** – Research activity; Service development.

**Domain 5: Clinical leadership** – Developing self; Leading others.

GSP has specific benefits for different stakeholder groups. These are summarised below.

**For patients and the public**, it asserts the standards of care and service delivery that they can expect the healthcare science workforce to deliver.

**For employers**, it supports their healthcare science staff to meet and uphold the highest professional standards in their patient care and service delivery.

**For members of the healthcare science workforce**, it demonstrates to patients, service users<sup>2</sup>, their families and carers, the public and their colleagues and peers that the care that they provide is underpinned by their

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<sup>1</sup> In the context of Good Scientific Practice, 'patient' refers to those who are receive care or a service provided by the healthcare science workforce. The term includes service users and clients (see appendix 1).

<sup>2</sup> The term 'service user' describes other users of healthcare science services; for example, colleagues, public health organisations and social care organisations

adherence to high standards of professional practice, conduct and professionalism, and that upholding patient safety is their first priority in whatever role they undertake.

**For educators of the healthcare science workforce**, it provides a professional framework to inform the design and delivery of education programmes, including to ensure that future members of the workforce are prepared to engage with and meet high standards of professional practice.

**For the National School of Healthcare Science**, it provides a professional framework for all education and training curricula and assessment and for accrediting academic and work-based training providers.

**For trainees and members of the workforce** who undertake further education, training or professional development, it articulates the professional standards that they will need to meet within their new scope of practice<sup>3</sup>.

GSP underpins the Academy's **Equivalence assessment process**<sup>4</sup>. In the case of Scientist Training Programme Equivalence, the Standards provide the benchmark for individuals' assessment in the process. References and additional guidance on how to evidence the standards in this context are included in the document 'GSP 2021 Useful reference points' available on the Academy's website.

As a key part of its public protection role, the Academy uses GSP in cases of fitness to practise, where the conduct or actions of a registrant on one of our Professional Standards Authority-approved registers has been questioned.

### **Engaging with GSP as a registrant**

GSP forms the standards and values that you must meet throughout your career in healthcare science, within your scope and level of practice and role at any one time. Further detail on how you need to fulfil the GSP is provided in the standards of proficiency that are relevant to your practice level and role in healthcare science<sup>5</sup>.

GSP highlights the distinction between 'scope of practice' and 'job role'. This recognises that individuals' job role at any one time may be more limited than their personal scope of practice (as defined by their current competence). The phrasing is also included in standards for which your scope of practice and job role is significant to their interpretation and application.

Working to GSP confirms to patients and your employer that you are committed to meeting high standards of professional practice and professionalism. Even if you do not have direct contact with patients, your work contributes to patients' pathways of care in some way. Therefore, the purpose of GSP is to underpin patients' receipt of a safe and excellent clinical service, to which all members of the healthcare science workforce contribute.

Some of the GSP standards are not applicable to all posts or levels of practice at all times. It is indicated in the presentation of the standards whether each applies to all parts of the healthcare science workforce, or

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<sup>3</sup> The area or areas in which an individual has the knowledge, skills and competence to practise lawfully, safely and effectively, in ways that meet AHCS standards and do not pose a danger to the public, colleagues or themselves.

<sup>4</sup> Further information about the Academy's equivalence assessment processes can be found at: <https://www.ahcs.ac.uk/equivalence/>

<sup>5</sup> These might be Standards of Proficiency published by the Academy for Healthcare Science or the Health and Care Professions Council, depending on your level of registration, practice and job role and the regulatory requirements attached to these

to particular registrants, as defined by their level of practice and role. This distinction is intended as a guide and not meant to restrict individuals' activity in particular areas of practice (subject to their personal scope of practice, competence and job role). The standards of proficiency for each part of the healthcare science workforce provide more detail on specific requirements for each group, depending on registration status.

Examples of typical roles of different groups within the healthcare science workforce are provided in Appendix 2. As you move through your healthcare science career, some standards will demand more of you and reflect the different dimensions of activity that become more relevant to your role, level of practice and service contribution as these change and you develop. However, the standards are shared by all members of the healthcare science profession, with their overarching and primary focus on upholding patient safety and delivering high standards of care.

## Domains of Good Scientific Practice

### Domain 1: Professional Practice

1.1 Patient-centred care		Relevant to
1.1.1	<p>You put patients first and do the following:</p> <ul style="list-style-type: none"><li>- Act in the interests of patients' safety and well-being at all times.</li><li>- Fulfil your duty of care if you have a concern about a patient's safety.</li><li>- Fulfil your duty of candour if something goes wrong in a patient's care.</li><li>- Adhere to safeguarding requirements and uphold the interests of vulnerable individuals in how you deliver care.</li></ul>	All
1.1.2	<p>You treat patients and their carers as individuals and do the following:</p> <ul style="list-style-type: none"><li>- Champion equality, diversity and inclusion in how you address individual needs and contribute to service delivery.</li><li>- Share information with patients and their carers to support engagement in their care and shared decision-making about their care.</li><li>- Respect individuals' rights, autonomy, values, beliefs and wishes about how they engage in diagnostic and therapeutic processes while in your care.</li><li>- Maintain patients' dignity in how you deliver care.</li></ul>	All
1.1.3	<p>You respect patients' privacy and only use and disclose confidential information about their care in accordance with legal, ethical and data protection requirements.</p>	All
1.1.4	<p>You support patients and the public to promote and manage their own health and well-being.</p>	All

1.2 Scope of practice		Relevant to:
1.2.1	<p>You take responsibility for the following:</p> <ul style="list-style-type: none"> <li>- Understanding and engaging with your scope of practice, your personal competence and the parameters of your job role (recognising that these may be different and each will change, as you develop and service needs change).</li> <li>- Your decisions and actions (and inactions) and explaining and justifying these when required to do so.</li> <li>- Working within your current scope of practice, competence and job role.</li> <li>- Being clear to others about the nature of your roles and responsibilities.</li> <li>- Identifying and taking appropriate action when a potential activity or area of decision-making falls outside your scope of practice and competence.</li> </ul>	All
1.2.2	<p>You engage in continuing professional development (CPD) and do the following:</p> <ul style="list-style-type: none"> <li>- Maintain and develop your knowledge, understanding and skills in line with your practice and role, including in response to changes in patient need, the evidence base, technological advances and service delivery requirements.</li> <li>- Identifying when planned changes to your job role or your broader plans for developing your career create CPD needs.</li> <li>- Keep a structured record of your CPD activity to evidence how you maintain and update your knowledge, understanding and skills in line with changing needs in patient care, service delivery and your job role.</li> <li>- Adhere to the specific CPD requirements of your regulatory and/or professional body.</li> </ul>	All
1.2.3	<p>You engage with individual, team and service performance review and audit processes, including by doing the following:</p> <ul style="list-style-type: none"> <li>- Responding constructively to the outcomes of specific processes.</li> <li>- Engaging in emergent learning and development activities to enhance individual and team performance, service delivery and patient care.</li> </ul>	All

1.3 Communications		Relevant to
1.3.1	You listen to patients, carers, service users and colleagues to understand their needs, preferences and requests and take account of non-verbal cues to inform how you communicate and respond.	All
1.3.2	You communicate in ways that take account of the needs of your intended audience, adapting how you present information to seek to achieve relevance and clarity and to aid understanding.	All
1.3.3	You have appropriate English language proficiency and communication skills to provide the required standard of service delivery and care in the UK.	All
1.3.4	You complete accurate, legible and contemporary records of your activity and comply with legal and workplace requirements and protocols for safe record-keeping and storage.	All
1.3.5	You use communication formats and channels (spoken, written and digital, and including social media and online networking platforms) in appropriate, professional ways.	All
1.3.6	<p>You produce materials about your service and professional activity that do the following:</p> <ul style="list-style-type: none"> <li>- Present clear, accurate information in a format appropriate for the target audience (e.g. patients, carers or other healthcare professionals).</li> <li>- Provide clarity on when you are giving advice or expressing a professional opinion and the basis and parameters of this.</li> <li>- Comply with relevant legal, ethical and professional requirements and codes, including those relating to advertising, presenting research data, and writing for publication</li> </ul>	All



1.4 Professional responsibilities		Relevant to:
1.4.1	You engage with the standards of conduct and behaviour set by your regulatory and/or professional body.	All
1.4.2	You act as an ambassador for healthcare science, behaving and conducting yourself in ways that uphold the profession's reputation and reflect the trust that the public, patients, employers and colleagues place in the profession.	All
1.4.3	You declare anything that could create a conflict of interest in your professional and workplace activity and are transparent in how you exercise and share your professional opinion in different contexts.	All
1.4.4	You have appropriate indemnity cover (recognising) that this may be provided by your employer) for your activity as a healthcare scientist, including for any activity that you undertake outside your primary job role.	All
1.4.5	You engage and co-operate promptly, fully and honestly in complaints and investigation processes, including the following, as the need arises: <ul style="list-style-type: none"> <li>- The complaints and fitness to practise policies and procedures of your employer, regulatory and/or professional body.</li> <li>- An investigation into a complaint made about your own conduct or competence.</li> <li>- An investigation into others' conduct or competence if you are invited to input to the process.</li> </ul>	All
1.4.6	You declare any matter relating to your health, character or conduct to your employer, regulatory and/or professional body, in line their requirements, that has the potential to do the following: <ul style="list-style-type: none"> <li>- Affect or impede your capacity to practise safely and effectively.</li> <li>- Put others' health and safety at risk.</li> <li>- Undermine the trust and confidence placed in you as a healthcare scientist.</li> </ul>	All
1.4.7	You take appropriate steps if you identify that a patient, their carer or a colleague poses a risk to your own or others' health and safety, including by making alternative arrangements for patient care, if required, to avoid fulfilment of need being compromised.	All

1.5 Working with others		Relevant to
1.5.1	You work with colleagues in your workplace and representatives of other organisations, engaging in multi-disciplinary team-working and inter-agency collaboration to meet patient needs safely, effectively and efficiently.	All
1.5.2	You use available resources, including others' time and expertise, efficiently and judiciously to optimise the quality and efficacy of patient care and service delivery.	All
1.5.3	You contribute to others' learning and development in line with your scope of practice, competence and job role, and engage with the importance of being a competent educator as an integral component of your role as a healthcare scientist.	All
1.5.4	<p>You undertake safe, effective supervision of junior colleagues and trainees, including by doing the following:</p> <ul style="list-style-type: none"> <li>- Engaging with the responsibilities that you retain when you delegate activity to others.</li> <li>- Satisfying yourself that the colleague to whom you plan to delegate a specific activity has the knowledge, understanding and skills to undertake it safely and effectively</li> <li>- Checking that the colleague understands their role and responsibilities in enacting the planned delegated activity, including relating to informed consent and raising any concerns about patient safety.</li> <li>- Checking that the colleague knows how to seek advice, if required, once undertaking the delegated activity.</li> <li>- Providing appropriate levels of guidance, support and intervention to maintain patients' and others' safety through the specific delegation arrangements that you put in place.</li> <li>- Keeping delegation arrangements under review and modifying them if this is needed to uphold safe patient care and effective service delivery.</li> </ul>	All
1.5.5	<p>You arrange with your line manager for essential elements of your roles and responsibilities to be covered during periods of planned absence, including by</p> <ul style="list-style-type: none"> <li>- Contributing to handover to colleagues who have the scope of practice and competence to undertake activities in your place of you.</li> <li>- Adhering to your workplace's business continuity arrangements.</li> </ul>	All

## Domain 2: Scientific Practice

2.1 Data and reporting		Relevant to
2.1.1	<p>You undertake investigations and/or therapy, including by doing the following:</p> <ul style="list-style-type: none"> <li>- Adhering to up-to-date standard operating procedures.</li> <li>- Using appropriate qualitative and quantitative methods in how you undertake activities relating to screening, diagnosis, prognosis, monitoring and/or treatment of disease, disorders and normal states of health.</li> <li>- Using appropriate methods and approaches to analyse information.</li> </ul>	All
2.1.2	<p>You report on investigations and/or therapy that you undertake in a timely manner, presenting information on your activity, analysis and findings in a clear and succinct format.</p>	All
2.1.3	<p>You develop investigative strategies, procedures and processes, taking account of relevant clinical and other sources of information and evidence-based practice.</p>	Practitioner, Scientist, Higher Specialist Scientist
2.1.4	<p>You interpret and critically evaluate data to inform the following:</p> <ul style="list-style-type: none"> <li>- Your decision-making.</li> <li>- Your development of action plans.</li> <li>- Your advice and recommendations to others on further investigations, screening and management options.</li> </ul>	Practitioner, Scientist, Higher Specialist Scientist
2.1.5	<p>You provide scientific advice to do the following:</p> <ul style="list-style-type: none"> <li>- Inform the safe, effective delivery of services.</li> <li>- Support your colleagues' clinical decision-making relating to individual patients</li> </ul>	Practitioner, Scientist, Higher Specialist Scientist

2.2 Technical proficiency		Relevant to
2.2.1	<p>You develop and maintain your technical proficiency, in line with your scope of practice, competence and job role, including to do the following:</p> <ul style="list-style-type: none"> <li>- Use instruments, equipment and methodologies.</li> <li>- Gather, measure, generate and analyse data.</li> <li>- Engage and comply with current best practice in how you select and use available, relevant instruments and equipment.</li> <li>- Provide technical advice to others to ensure the safe and effective delivery of services.</li> </ul>	All
2.2.2	<p>You engage with health and safety requirements and do the following:</p> <ul style="list-style-type: none"> <li>- Adhere to relevant legislation.</li> <li>- Comply with health and safety protocols and requirements in your workplace.</li> <li>- Actively participate in regular mandatory health and safety training.</li> <li>- Remain up-to-date changes to health and safety protocols.</li> <li>- Escalate a health and safety issue either that you identify or to which you are alerted that poses a risk or actual hazard to yourself and/or others.</li> </ul>	All
2.2.3	<p>You follow all relevant health and safety procedures in your day-to-day practice, including by doing the following:</p> <ul style="list-style-type: none"> <li>- Selecting and correctly using and disposing of appropriate personal protective equipment to ensure your safe contact with and use of specimens, raw materials, clinical and special waste, equipment, ionisation, radiation and electricity.</li> <li>- Using correct methods of disinfection, sterilisation and decontamination.</li> <li>- Dealing with waste and spillages correctly</li> </ul>	All
2.2.4	<p>You engage with information and communications technology (ICT), including by doing the following:</p> <ul style="list-style-type: none"> <li>- Maintaining your ICT knowledge, understanding and skills to perform your role safely, efficiently and effectively.</li> <li>- Keeping up-to-date with ICT developments and advances that have the potential to enhance service delivery and patient care.</li> </ul>	All

2.3 Quality assurance		Relevant to
2.3.1	You maintain an effective audit trail of your activity, adhering to local protocols and practices.	All
2.3.2	You participate in quality assurance processes as an integral part of service delivery, including regular and systematic audit and service evaluation exercises.	All
2.3.3	You actively engage in risk assessment, management and mitigation activities.	All
2.3.4	You contribute to enacting, reviewing and updating service delivery processes and procedures to uphold patient, servicer user and public safety, in line with your scope of practice, competence and job role and informed by current best practice.	All
2.3.5	<p>You set, maintain and/or apply quality standards, control and assurance measures for service delivery, with a focus on the following:</p> <ul style="list-style-type: none"> <li>- Maintaining and demonstrating the delivery of safe, effective patient care.</li> <li>- Identifying the need for restorative action to address deficiencies in service delivery.</li> <li>- Identifying opportunities for quality improvement.</li> </ul>	Practitioner, Scientist, Higher Specialist Scientist

## Domain 3: Clinical Practice

3.1 Clinical activity		Relevant to
3.1.1	<p>You obtain informed consent from individual parties (patients, or their carer, service users or other appropriate authorities) before you do the following:</p> <ul style="list-style-type: none"> <li>- Undertake an investigation or examination.</li> <li>- Provide treatment.</li> <li>- Involve individuals in teaching or research activity.</li> </ul>	All
3.1.2	<p>You understand and engage with the significance of your actions, findings and advice for informing others' clinical decisions about individual patients' care.</p>	All
3.1.3	<p>You provide clinical analysis and advice appropriate to your specialty, including by planning and progressing investigative strategies and clinical protocols to optimise diagnosis, monitoring and therapy of patients with a range of disorders.</p>	Practitioner, Scientist, Higher Specialist Scientist
3.1.4	<p>You interpret and advise on complex and/or specialist data in the context of the clinical question being posed, your scope of practice and role, including by providing the following:</p> <ul style="list-style-type: none"> <li>- The results obtained through your investigation or examination.</li> <li>- Your analysis and interpretation of the results.</li> <li>- The basis of your diagnostic or therapeutic opinion or advice, including any caveats to this.</li> <li>- The relevance of your findings for informing further decision-making and actions on the part of the responsible clinician.</li> <li>- The wider implications for optimising the efficiency and effectiveness of clinical investigations for individual patients or groups of patients.</li> </ul>	Practitioner, Scientist, Higher Specialist Scientist
3.1.5	<p>You monitor and report on individual patients' condition, progress and prognosis.</p>	Practitioner, Scientist, Higher Specialist Scientist
3.1.6	<p>You refer patients to the most appropriate healthcare professional or service, ensuring that you do the following:</p> <ul style="list-style-type: none"> <li>- Put individual patients' needs and safety first.</li> <li>- Recognise when elements of patient care sit outside your scope of practice, competence and job role.</li> </ul>	Practitioner, Scientist, Higher Specialist Scientist
3.1.7	<p>You represent the work of your team in multi-disciplinary clinical meetings, including to inform discussion on patient outcomes, service delivery and service evaluation.</p>	Practitioner, Scientist, Higher Specialist Scientist

## 3.2 Clinical investigation and therapeutics

Relevant  
to

3.2.1	<p>You undertake detailed clinical or psycho-social assessments, investigations or analysis, including by doing the following:</p> <ul style="list-style-type: none"><li>- Using appropriate techniques and equipment.</li><li>- Accurately and fully recording the nature and results of your assessments.</li><li>- Regularly reviewing the outcomes of assessments, including in partnership with patients</li></ul>	All
3.2.2	<p>You plan, decide and advise on clinical or scientific investigations or products to meet patients' diagnostic, predictive, therapeutic, rehabilitative and/or treatment needs, taking account of all relevant information that is available to you and in appropriate consultation and partnership with others.</p>	Practitioner, Scientist, Higher Specialist Scientist
3.2.3	<p>You undertake a quality-assured approach to investigations and designing products and procedures as an integral part of your contribution to the following:</p> <ul style="list-style-type: none"><li>- Screening.</li><li>- Diagnoses.</li><li>- Treatments.</li><li>- Contribution to care-planning, management and rehabilitation.</li></ul>	Practitioner, Scientist, Higher Specialist Scientist
3.2.4	<p>You prioritise the delivery of investigations, interventions, services and treatments based on your informed understanding of individual patients' clinical need.</p>	Practitioner, Scientist, Higher Specialist Scientist
3.2.5	<p>You advise colleagues on using technologies, investigative processes and interventions to inform, progress and monitor individual patients' care.</p>	Practitioner, Scientist, Higher Specialist Scientist
3.2.6	<p>You share all relevant information with colleagues involved in individual patients' care, ensuring adherence to legal and ethical requirements relating to confidential and sensitive personal data, when you do the following:</p> <ul style="list-style-type: none"><li>- Delegate or refer care to colleagues in your team/service.</li><li>- Refer patients to other health or social care providers.</li></ul>	Practitioner , Scientist, Higher Specialist Scientist

## Domain 4: Research, Development and Innovation

4.1 Research activity	Relevant to
<p>4.1.1 You contribute to an active research culture, in keeping with your scope of practice and job role, by doing the following:</p> <ul style="list-style-type: none"> <li>- Engaging in evidence-led practice.</li> <li>- Managing and/or participating in research activity.</li> <li>- Encouraging and engaging in debate on research and its development and application in practice.</li> <li>- Progressing and engaging in research collaborations with others.</li> </ul>	All
<p>4.1.2 You act with honesty, probity and integrity in all stages of the research process, including by adhering to research governance frameworks and protocols relating to the following:</p> <ul style="list-style-type: none"> <li>- Project design.</li> <li>- Ethics approval.</li> <li>- Funding.</li> <li>- Public/patient involvement.</li> <li>- Data-gathering and analysis.</li> <li>- Reporting, dissemination and publication.</li> </ul>	All
<p>4.1.3 You select and use research methodologies, including experimental and collaborative approaches, in ways that fit with your scope of practice and role and that achieve the following:</p> <ul style="list-style-type: none"> <li>- Address a specific research question or topic.</li> <li>- Fit with the design and scale of a research project.</li> <li>- Involve patients and the public, when appropriate.</li> <li>- Are informed by and address all relevant ethical considerations.</li> </ul>	All
<p>4.1.4 You develop, evaluate, validate and verify new developments (including to do with new scientific, technical, diagnostic, monitoring, treatment and therapeutic procedures) and adapt and integrate new procedures into your routine practice once you are assured by evidence of their safety, efficacy and effectiveness.</p>	Practitioner, Scientist, Higher Specialist Scientist
<p>4.1.5 You critically evaluate and apply research and other available evidence to do the following:</p> <ul style="list-style-type: none"> <li>- Inform your own practice and ensure that this remains leading-edge.</li> <li>- Inform your colleagues' practice and professional development.</li> <li>- Contribute to quality improvements in service delivery.</li> <li>- Enhance patient care and outcomes.</li> <li>- Contribute to and share new knowledge in line with meeting the public interest.</li> </ul>	Practitioner, Scientist, Higher Specialist Scientist



4.2 Service development		Relevant to
4.2.1	<p>You participate in service evaluation and quality improvement activities, including to do the following:</p> <ul style="list-style-type: none"> <li>- Seek and respond to patient and service user views and feedback.</li> <li>- Act on the outcomes of activities to inform service developments and enhance service delivery.</li> <li>- Share the outcomes of activities, in appropriate ways, to contribute to a culture of continuous quality improvement.</li> </ul>	All
4.2.2	<p>You engage with innovative technologies and practice to enhance service delivery, including by doing the following:</p> <ul style="list-style-type: none"> <li>- Identifying and appraising innovative approaches to service delivery relevant to your service and role.</li> <li>- Supporting and advising colleagues (including within the wider healthcare team) on adopting new technologies.</li> <li>- Sharing learning from adopting, implementing and evaluating specific technologies in service delivery.</li> </ul>	All
4.2.3	<p>You assess and evaluate new technologies before introducing and integrating them into your routine clinical practice, informed by the available evidence base.</p>	Practitioner, Scientist, Higher Specialist Scientist

## Domain 5: Clinical Leadership

5.1 Developing of self		Relevant to
5.1.1	You demonstrate self-awareness, including about your leadership style and its impact on others.	All
5.1.2	You develop, maintain and apply your leadership skills, behaviours and qualities in line with your scope of practice and job role.	All
5.2 Leading others		Relevant to:
5.2.1	You value and recognise your colleagues' knowledge, skills and contribution to service delivery and patient care.	All
5.2.2	You contribute to distributed leadership within your team or service, including by doing the following in line with your scope of practice and job role: <ul style="list-style-type: none"><li>- Acting as a role model and leading by example.</li><li>- Addressing the development needs of those for whom you have leadership, management, supervision and/or training responsibilities.</li><li>- Engaging in reviews of team performance.</li><li>- Engaging in activity (including CPD) to enhance team performance.</li><li>- Engaging in exercises to address deficiencies in team performance.</li><li>- Distilling, sharing and applying learning from team development activities.</li><li>- Celebrating team success.</li></ul>	All

## Appendix 1      Glossary<sup>6</sup>

Autonomous	An individual's ability to use their professional judgement to make independent decisions about their work
Audit procedures	Processes intended to review the quality of care,treatment and other services being provided, to determine where there could be improvements.
Carer	Anyone who looks after, or provides support to, a family member, partner or friend.
Care, treatment or other services	A general term to describe the different work that the healthcare science workforce carry out
Colleague	Other health and care professionals, students and trainees, support workers, professional carers and others involved in providing care, treatment or other services to service users.
Conduct	A health and care professional's behaviour.
Consent	Permission for a health and care professional t to provide care, treatment or other services, given by a service user, or someone acting on their behalf, after receiving all the information they need to make that decision.
Delegate	To ask someone else to carry out a task on your behalf.
Disclose	Making a formal decision to share information about a service user with others, such as the police.
Discriminate	To unfairly treat a person or group of people differently from other people or groups of people. This includes treating others differently because of your views about their lifestyle, culture or their social or economic status, as well as the characteristics protected by law – age, disability, gender reassignment, race, marriage and civil partnership, pregnancy and maternity, religion or belief, sex and sexual orientation.
Escalate	To pass on a concern about a patient, service users or carer's safety or wellbeing to someone who is better able to act on it, for example, a more senior colleague, a manager or a regulator.
Ethics	The values that guide a person's behaviour or judgement.
Fitness to practise	Having the skills, knowledge, character and health required to practise your profession safely and effectively.
Leadership	The ability to act as an example to others by exhibiting positive values and behaviours. This is not limited to positions of management and can be demonstrated in any role or professional context.
Multidisciplinary clinical meetings	A general term to describe when professionals from different specialties/professions meet to discuss a patient or service user's care.

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<sup>6</sup> For consistency some definitions are drawn from HCPC's Standards for Conduct, Performances and Ethics - <https://www.hcpc-uk.org/globalassets/resources/standards/standards-of-conduct-performance-and-ethics.pdf>

Patient	Those who are receive care or a service provided by the healthcare science workforce. The term includes service users and clients.
Regulatory body	An organisation responsible for the regulation of individuals on their register(s) in order to ensure public safely.Regulatory bodies may oversee registers which are voluntary or statutory to join.
Refer	To ask someone else to provide care, treatment or other services which are beyond your scope of practice or, where relevant, because the service user has asked for a second opinion.
Research	Clinical research is the basis of how we develop new treatments, techniques and gain the understanding to continually improve healthcare and to build the evidence for new, safe and effective approaches
Scope of practice	The areas in which a health and care professional has the knowledge, skills and competence necessary to practise safely and effectively.
Service user	Anyone who uses or is affected by the services of health and care professional for example, patients or clients, or other colleagues and organisations

## Appendix 2      The healthcare science workforce

For the purposes of Good Scientific Practice, five groups have been identified in the Healthcare Science workforce in the UK. These groupings are meant as a guide for readers and is not meant to be restrictive:

- *Healthcare Science Assistants and Associates* who support the work of Healthcare Science Practitioners and Clinical Scientists. They perform safe, quality assured, protocol driven, routine, technical and scientific procedures across Healthcare Science. The Healthcare Science Associate works more independently with less direct supervision than a Healthcare Science Assistant. ·
- *Healthcare Science Practitioners* (i.e. Practitioner) who use their expertise in applied technical and scientific techniques to deliver safe quality assured tests, investigations, medical devices management and procedures (in some cases, including specialist therapeutic interventions) on samples, patients and equipment. Senior Healthcare Science Practitioners develop roles in specialist practice, teaching and management.
- *Clinical Scientists* (i.e. Scientist) who have clinical and specialist expertise in a specific healthcare science specialism, underpinned by broader knowledge and experience within a healthcare science theme. Clinical Scientists undertake complex scientific and clinical roles, defining and choosing investigative and clinical options, and making key judgements about complex facts and clinical situations. Whilst many work directly with patients, others work in roles where their work impacts on patients or populations. They are involved often in lead roles, in innovation and service improvement, research and development and education and training. Some pursue explicit joint academic career pathways which combine clinical practice and academic activity in research, innovation and education.
- *Consultant Clinical Scientists* (i.e. Higher Specialist Scientist) who may undertake further training (a five-year doctoral level Higher Specialist Scientist Training programme) or go through the equivalence process and progress to Consultant Clinical Scientists. These roles are integral to patient care and enabling more effective use of the Consultant medical resource. Consultant clinical scientists make a very important contribution to high quality, safe and effective patient care through technological advances, innovation and improved interaction and communication with clinical teams and patients (NHS Employers 2016) .



01455 244640  
[admin@ahcs.ac.uk](mailto:admin@ahcs.ac.uk)  
[www.ahcs.ac.uk](http://www.ahcs.ac.uk)