

LRCTC SERVICE PROVIDER & TRAINING OFFICERS ASSESSORS USER GROUP - 8TH SEPTEMBER 2011

Mark Smith – Chairman NHS London Service Provider Group

Ian Phillips – LRCTC



RESPONSES TO LAB QUESTIONNAIRE

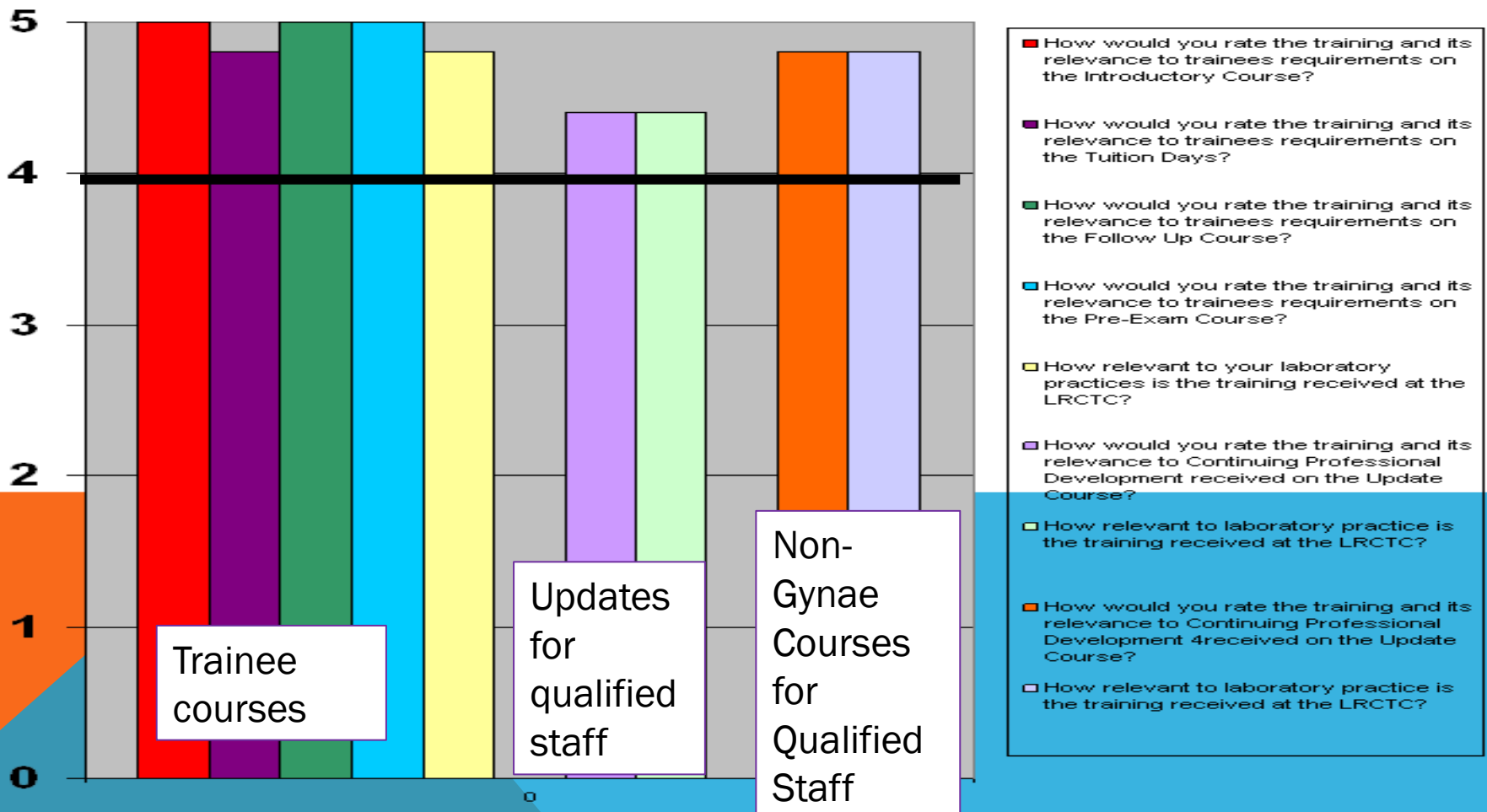
LRCTC – Evaluations Forms Feed Back Summary

Course Name: LRCTC Service Provider Group (User Group) Meeting

Date Held: Thursday 8th September 2011

29 laboratories were sent a user group questionnaire. Ten were sent back (29%)

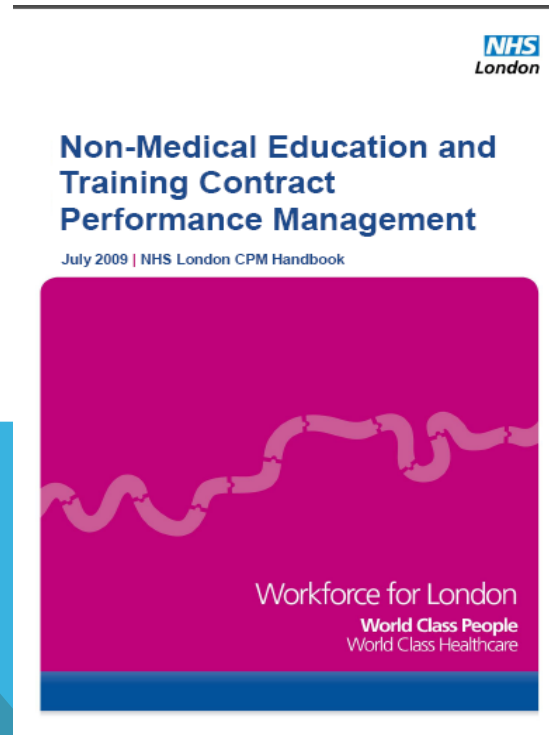
their scores and comments recorded in the graph and tables below



PERFORMANCE MONITORING

NHS London

- Non-Medical Education and Training Contract Performance Management



PERFORMANCE MONITORING

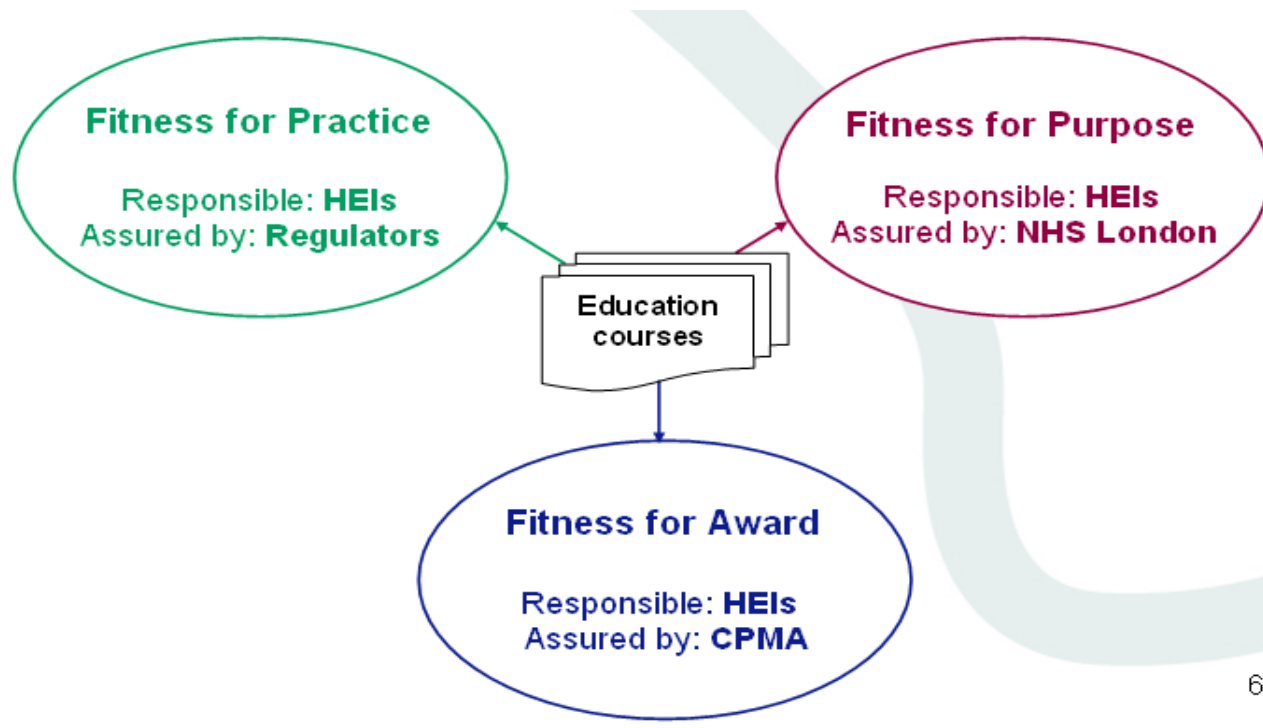
- Cycle started June 2009 inaugural Service Provider meeting
- Established baselines which would fulfil SP training requirements, build on current robust courses currently running.
- Additional courses to be provided

PERFORMANCE MONITORING

- Contract Performance Indicators (CPIs)
- Contract Performance Return (CPR)
- The system reviews the performance of individual courses over the previous academic year against a set of Contract performance Indicators
- Cycle runs from August when new contract performance indicators are sent out

PURPOSE OF THE SYSTEM

- NHS London's Contract Performance Management system is focused on **fitness for purpose** and **value for money**

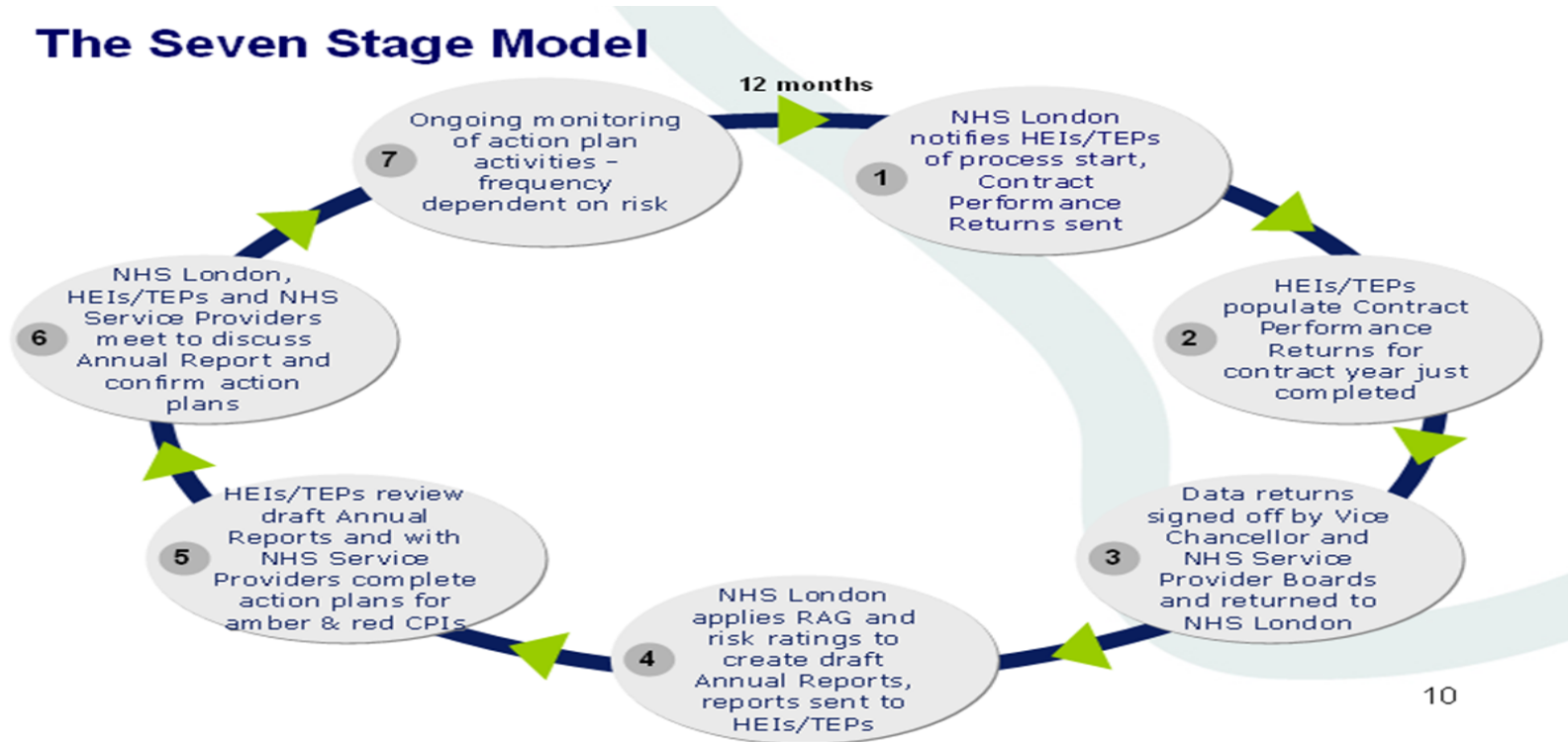


PRINCIPLE OF THIS APPROACH

- Enhance transparency
- Actively review performance and promote performance enhancement
- Drive up standards
- Actively promote partnership working
- Review and promote the quality of academic and placement
- Minimise the burden

OVERVIEW OF THE CPM PROCESS

The Seven Stage Model



PRE-REGISTRATION CRITERIA AGREED WITH SERVICE PROVIDERS 2010

Introductory Course: (Pre-registration)

Trainee Cytoscreener – 4 GCSE's

Trainee biomedical scientist – 'A' levels or equivalent to allow entry to a HPC approved degree course.

Selection by interview in accordance with local employer protocols

Must be employed in the UK NHSCSP

Non-NHS only if contracted to NHS

Length of time in post : Learners should attend the Introductory Course ideally within the first 6 months of employment Learners spend a minimum of 6 weeks in the home laboratory learning how to set up and use a light microscope to visualise cells for interpretation and be familiar with normal cell morphology and basic infections.

City & Guilds (C&G) Registration: Prior to starting the Introductory course pre-registration students must be registered by their employers with the C&G Education office. The laboratory training officer (C&G assessor) must also be registered prior to learners commencing their portfolios

TUITION DAYS

Trainee Cytoscreener – 4 GCSE's

Trainee biomedical scientist – 'A' levels or equivalent to allow entry to a HPC approved degree course.

Selection by interview in accordance with local employer protocols

Must be employed in the UK NHSCSP

Non-NHS only if contracted to NHS

Length of time in post: After satisfactory completion of the Introductory course

The UK Cytology Training Centre attended for the Introductory course must be given.



FOLLOW UP COURSE: (PRE-REGISTRATION)

Trainee Cytoscreener – 4 GCSE's

Trainee biomedical scientist – 'A' levels or equivalent to allow entry to a HPC approved degree course.

Selection by interview in accordance with local employer protocols

Must be employed in the UK NHSCSP

Non-NHS only if contracted to NHS

Length of time in post: 12 months post Introductory course completion

The UK Cytology Training Centre attended for the Introductory course must be given.

The number of primary slides screened in year one is required

PRE-EXAMINATION COURSE:

Trainee Cytoscreener – 4 GCSE's

Trainee biomedical scientist – 'A' levels or equivalent to allow entry to a HPC approved degree course.

Selection by interview in accordance with local employer protocols

Must be employed in the UK NHSCSP

Non-NHS only if contracted to NHS

Length of time in post: 18 months post Introductory course completion

The UK Cytology Training Centre attended for the Introductory course must be given.

The number of primary slides screened required will be 4,500 slides

MLA – INTRODUCTORY COURSE

MLA : 4 GCSE's or equivalent

Length of time in post: up to 6 months

Relevance : Must be working in Cytology laboratory

Selection by interview in accordance with local employer protocols

Must be employed in the UK NHSCSP

Non-NHS only if contracted to NHS

POST –REGISTRATION COURSES SP CRITERIA

Compulsory Update Courses Professional qualification required: City & Guilds Diploma in Cervical Cytology or equivalent

Time interval between last update:

3 years or if returning to cervical cytology after an absence exceeding 3 months, undertaking a formal documented in-house assessment programme

If the absence exceeds 6 months, attendance at an external update course will be required.

POST – REGISTRATION COURSES SP CRITERIA

Non gynaecological courses:

Professional qualification required: City & Guilds
Diploma in Cervical Cytology (or equivalent)

Length of time in post: 1 year post Diploma experience

Relevance: Must be actively involved in technical non-gynae preparation work.

C&G ASSESSORS TRAINING:

Professional qualification required: City & Guilds Diploma in Cervical Cytology (or equivalent)

Workplace Assessor Requirements –

Qualified BMS occupationally competent in areas of expertise they will be assessing in this qualification.

Responsible for establishment and maintenance of training and continuing education programme for lab staff in collaboration with consultant pathologist.

They will observe, record, discuss, provide constructive criticism, advise and guide learner in order to confirm that the assessment criteria have been met.

ADVANCED PRACTITIONER BIOMEDICAL SCIENTIST COURSE REQUIREMENTS:

Professional qualification required: Fellow of the Institute of Biomedical Science HPC registration Possession of the Institute's Higher Specialist Diploma in cytology or equivalent (e.g. Fellowship examination or relevant MSc).

Possession of the NHSCSP Certificate in Cervical Cytology (or preceding IBMS/BSCC Certificates of Competence in Cytology Screening)

Length of time in post: More than five years full-time equivalent post registration experience in cervical cytology particularly at the "checking" level

Employment specific requirements: A single named consultant pathologist trainer who has overall responsibility for guiding and monitoring the progress of the biomedical scientist in training.

Previous Courses required: Completion of an NHSCSP Course in Advanced Practice, preferably early in training.

COURSE CONTENT ASSESSMENT:

Pre-registration courses:

Introductory course, Follow-up course and pre-exam courses, NHS Service Providers felt were covering all relevant requirements ?

Tuition days:

Cover all relevant requirements ?



COURSE CONTENT ASSESSMENT:

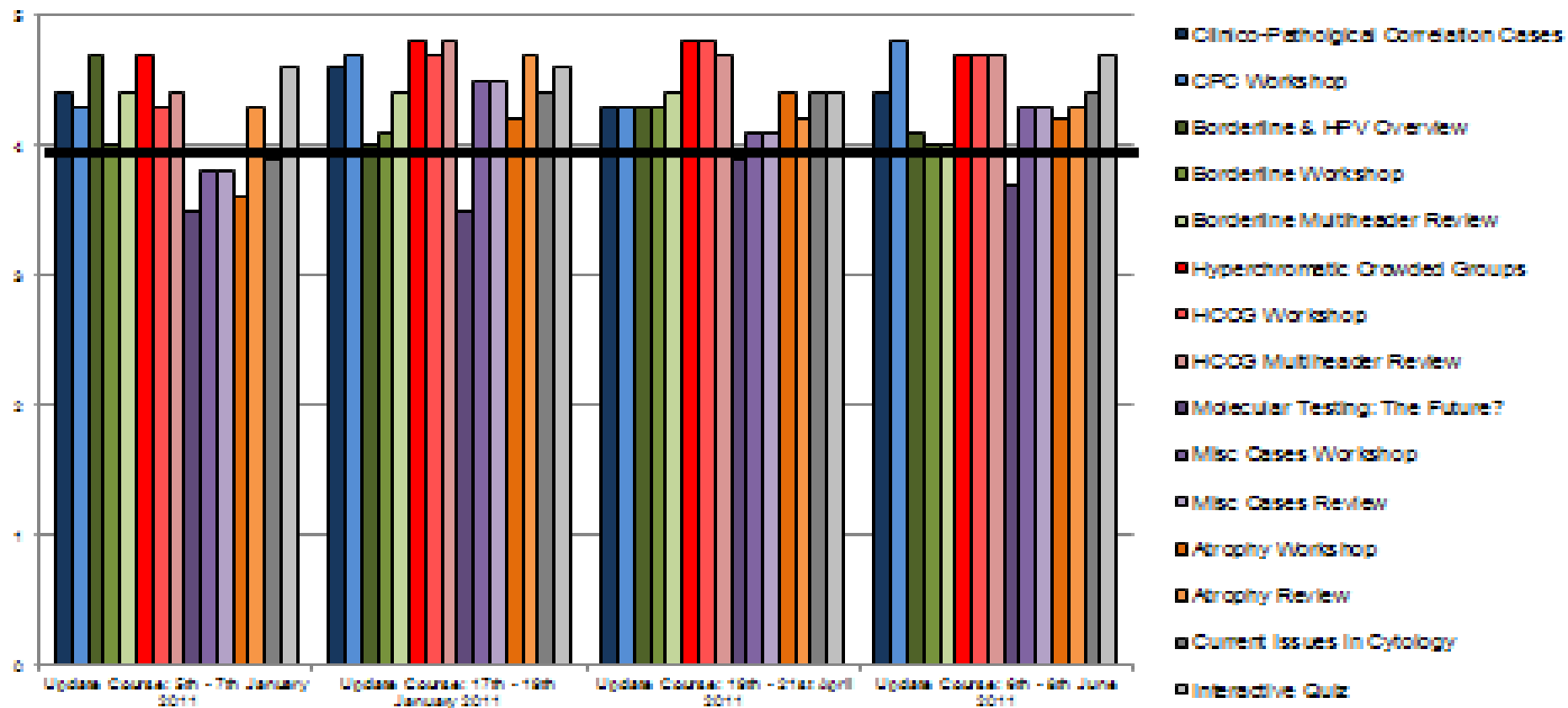
Compulsory Update Courses (post registration)

Current three year cycle of courses service providers felt relevant were covering all relevant requirements ?

New round started January 2011 – feedback has been good

RESULTS OF THE FOUR NEW UPDATES 2011

47 feedback questionnaires to date



Update Course Comments

What did you find most useful?

- Love the interactive morphology quiz, it was fun and good teaching. BNC and HCCG lecturers were very good.
- Wide variety of interesting case material, useful revision of 'awkward' areas, atrophy & BNA are good topics
- The pace was just about right in the time scale given, not too intensive either, very good update course.
- All three days were very helpful to see so many abnormal cases as we do not see them often in day to day work.
- Handouts fantastic. Also journal articles great touch. Sometimes difficult to get hold of but feel that it helps to get a better perspective

What did you find least useful?

- Molecular testing talk was interesting but too quick & hard to grasp in a short time.
- Borderline lecture / workshop because the topic is so subjective. Whether you call cells borderline or not depends too much on who taught you and the lab you work at.
- The molecular techniques I understood it but it was a bit vague and for those who have never had to study this area would probably have struggled with the terminology.
- Bit confused as to what was required for borderline workshop but could be down to me as on leave previously. Thought handouts for HCCG were really good ? be useful for this too. Some of dots not helpful, may be worth circling between dots to ensure everyone can see the same thing

General Comments

- Would have liked more challenging slides especially on the atrophic topic. Definitely preferred the setup of the HCCG workshop to the dotted slides of the other workshops.
- All lectures and workshops were very good but the most enjoyable was David's mini quiz and discussion. Also multiheader sessions were excellent
- This was intensive but each day time went quickly so didn't feel tired at the end of each day. Well paced, good lectures, good handouts. Excellent selection of topics with a logical sequence.
- Overall it's a very intensive update course that will us to continually improve our screening skills.
- Overall a thoroughly enjoyable course and the days have gone very quickly. I have enjoyed the staff's enthusiasm.

COURSE PORTFOLIOS:

All courses met requirements and were felt to be relevant ?

Additional courses the service providers would like to see developed next year ?



WORKPLACE REQUIREMENTS:

- Service providers felt this was working well and welcomed LRCTC staff to look at training facilities provided by individual laboratories when visiting trainees and training assessors
- P7 Where the contract includes courses requiring workplace learning with a formal assessment component either at the students usual place of work or elsewhere the placement has been audited to confirm that it meets the standards set out in the contract on an annual basis

ASSESSMENT OF WORKPLACE SUITABILITY FOR WORK BASED LEARNING

Please could you complete the details below and indicate compliance with the indicators by ticking the boxes.

Fill in the information requested and then return the evaluation by fax to O20 8869 5094 or hand to LRCTC personnel when visiting department.

Laboratory Name:.....

Trainee/Learner Name:.....

Date of Evaluation:.....

<u>Quality indicator:</u>	<u>Acceptance Criteria:</u>	<u>Tick</u>
CPA status	Inspected	<input type="checkbox"/>
QA status	Inspected	<input type="checkbox"/>
EQA performance	Participation by all screening staff	<input type="checkbox"/>
IBMS training status	Approved	<input type="checkbox"/>

Laboratory Manager/Training Officer Name:.....

Signature:.....

Official Stamp (if applicable)

THIS SECTION LRCTC USE ONLY

DATE OF RETURN:.....

RECEIVED BY:.....SIGNATURE:.....



WORKPLACE REQUIREMENTS

Environment

Microscopy sessions

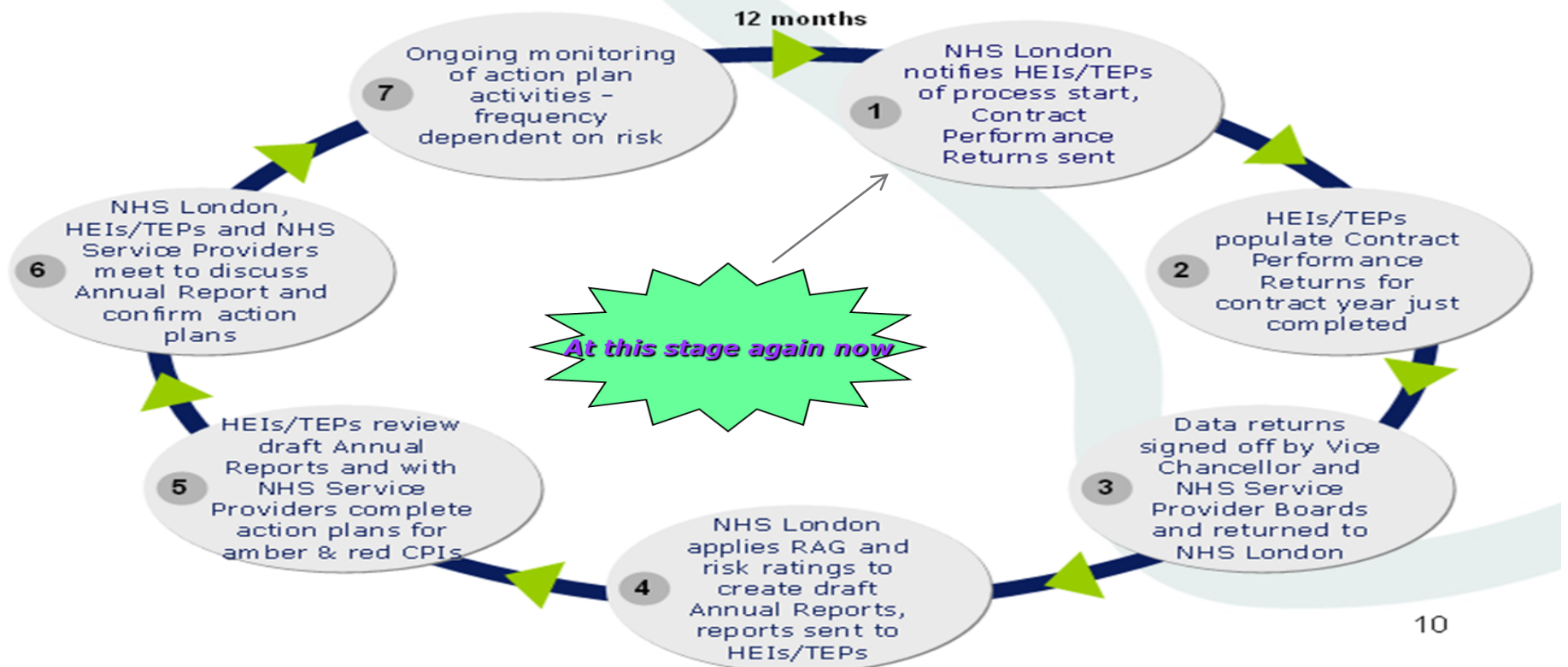
Teaching material

- Slides
- Books
- Internet

Training Officer/C&G Assessor

OVERVIEW OF THE CPM PROCESS

The Seven Stage Model



COURSES AVAILABLE ON WEBSITE NOW – 2012


- Pre-registration - Two Introductory, Follow Up, Pre-exam, 12 Tuition days
- Post qualification- Gynaecological updates (nine scheduled this year)
- Non-gynae Introductory courses-urine,respiratory,serous fluids – one of each
- C&G Assessors training course (two per annum)
- One day medics Update – three planned
- Introductory course MLA's – two planned
- Foundation courses for smear takers (two per annum)
- Update for smear takers (triennial) seven scheduled
- One week cytopathology for pathologists (two per annum)
- One week Introductory gynaecological cytology course (ST1 trainee pathologists)
- **Forty – nine courses run per annum (plus TEQA,NHSSP, Diploma exam sessions)**
- NHSCSP Course for HPV testing for lead consultant & BMS per laboratory – ? number

TRAINING REQUIREMENTS FOR HPV TESTING FOR TRIAGE AND TEST OF CURE

Reference : NHSCSP Good Practice Guide Number 3 July 2011 Appendix 6



TRAINING REQUIREMENTS FOR HPV TESTING FOR TRIAGE AND TEST OF CURE – NHSCSP JULY 2011 APP 6

- These training requirements for HPV testing relate to the following staff:
 - Cytology laboratory staff with clinical aspects of HPV triage and test of cure
 - Laboratory staff undertaking HPV testing
 - Colposcopists receiving HPV referrals
 - Primary care sample takers
- 


TRAINING REQUIREMENTS FOR HPV TESTING FOR TRIAGE AND TEST OF CURE – NHSCSP JULY 2011 APP 6

1. Training for cytology laboratory staff

- At least one consultant and one laboratory manager from each cytology laboratory site must attend
- The lead consultant must subsequently confirm in writing that the course content has been cascaded to all pathologists, BMS's and cytology screeners .

TRAINING REQUIREMENTS FOR HPV TESTING FOR TRIAGE AND TEST OF CURE – NHSCSP JULY 2011 APP 6

Indicative course content:

- Brief review of molecular and epidemiological science of HPV
 - HPV testing protocol (trriage and test of cure)
 - Results of Sentinel Sites project
 - Quality assurance –expected changes in KC61 data
 - HPV workflow through the cytology laboratory
 - Practical dilemmas (e.g. in the context of MDT)
 - “Off label” HPV testing
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TRAINING REQUIREMENTS FOR HPV TESTING FOR TRIAGE AND TEST OF CURE – NHSCSP JULY 2011 APP 6

2. Training for laboratory staff undertaking HPV testing

- It is anticipated that training will be provided in the first instance by suppliers of HPV test technology and thereafter as part of update training.
- If more than one test method used, staff must be trained in each test.

3. Training for colposcopists:


- To be agreed by NHSCSP's Colposcopy Quality Assurance Group and the British Society for Colposcopy and Cervical Pathology

TRAINING REQUIREMENTS FOR HPV TESTING FOR TRIAGE AND TEST OF CURE – NHSCSP JULY 2011 APP 6

4. Training for Primary Care Sample takers

- Training for primary care sample takers will be based on NHSCSP information pack (Appendix 4) .
- It maybe delivered in person (via course or seminars), in the form of posted material , or online.
- On completion of their training , all sample takers must sign to confirm they have understood the changes to the programme and will be able to counsel women appropriately.

LRCTC - APPROACH

- The data has only been released a short while , therefore it is still under discussion here
 - Our approach will probably be to publish an e-learning package in the first instance for primary care sample takers
 - Hold the meetings for lab staff (Lead consultant + BMS from each lab)
 - Offer an e-learning package option for all other lab staff
- 

C&G ASSESSORS SECTION

1. VRQ's & NVQ's..... *Are they still around what is the difference ?*
 - VRQ & NVQ no longer recognised as separate qualifications !
 - All vocational qualifications now fall under one set of regulatory arrangements - Qualifications Credit Framework (QCF)
 - They recognise achievement through unit credits and NVQ's are being redeveloped on the QCF although these may retain the "NVQ" in their title to identify that assessment is competency based.

C&G ASSESSORS SECTION

- ***Claim for Individual Unit certification – new form***
- If anyone has left cytology part way through working for the award then they can claim credits for the work they have completed
- This applies to completed units only, and work must have been assessed and verified in the usual way.
- Individuals may then be able to use the unit credits towards another Level 3 award, or they may come back to cytology in the future and resume where they left off through APEL. (That would, of course, depend on whether the qualification had undergone any major changes etc in the meantime.)

TRAINING TIME CALCULATION

From when do you now calculate the time (18/24 months) in training for eligibility to sit the C&G Diploma examination?

The 18/24 months is calculated from the day the student starts work.

If the student is already employed (for example, a histology BMS retraining in cytology screening),

The 18 /24months starts from the day they are employed as a trainee cytology screener/BMS

C&G ASSESSORS SECTION

- Last examination queries:
- Candidates were told that the screening results would be posted the day after the examination, and to allow 5 working days for receipt – not that they would be available the next day!
- The administration session takes a full day, and result letters are scanned on to our system before posting, so the earliest they can be posted is the next working day (this is to be reviewed).
- In June, both the examination and marking session were held on the same day as in the past, as it was felt that examiners are familiar with the additional marking and auditing processes involved. **(This was a unannounced change)**
- The Sub-Committee will also review this experience and I will then confirm future arrangements with the training centres.