

THE ROLE OF THE
IBMS

(Institute of Biomedical
Science)

AND THE HPC (Health
Professions Council)



IBMS

founded 1912

- PROFESSIONAL BODY FOR BIOMEDICAL SCIENTISTS IN UK
 - **AIM** – To promote and develop biomedical science and its practitioners
 - **REPRESENTS** – 16,000 members employed mainly in the NHS
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IBMS roles

- Set standards of practice to protect patients
 - Represents the interests of biomedical science to government, media and universities
 - Advises government departments and national organisations on all matters relating to biomedical science
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IBMS roles

- Promotes public awareness of biomedical science
 - Awards 'Chartered Scientist' status
 - Assesses competence for biomedical scientists to practise
 - Assesses qualifications for registration with the HPC
 - Accredits university degrees
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IBMS roles

- Update members through scientific meetings and professional events
 - Organises a continuing professional development scheme (**CPD**)
 - Issues scientific and professional publications
 - Provides legal and technical help for members
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IBMS roles

- Fund research
- Provides assessors for senior job interviews

The strength of the Institute is its members, multidisciplinary and multiprofessional, with all the various skills and expertise they offer



ROLE IN BIOMEDICAL SCIENTIST (BMS) REGISTRATION

- ❑ Assesses and approves undergraduate and postgraduate qualifications held by individual applicants
 - ❑ Issues the certificate of competence registration portfolio
 - ❑ Conducts portfolio assessments
 - ❑ Approves degree courses
 - ❑ Approves laboratories for registration training
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ROLE IN BMS REGISTRATION

- ❑ Maintains a database of laboratories approved for training
 - ❑ Awards the certificate of competence required for registration by the HPC
 - ❑ In recognition of attaining this first level of professional competence, the Institute also awards its own Certificate of Competence in Biomedical Science, for the individual's professional portfolio
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PURPOSE OF PORTFOLIO

- Evidence of learning
 - Evidence of understanding
 - Evidence of training
 - Evidence of Professional Skills
 - Evidence of ability to apply knowledge and skills
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Evidence

- Evidence is **NOT** Reference material
 - Evidence **IS** – annotated diagrams/results & highlighted text with explanatory notes
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How to prove Competence

- Direct observations
 - Witness testimonies
 - One to one tutorials
 - Test QC results
 - Written statements
 - Record diary
 - Learning contracts
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Scope of Practice

- BEHAVIOUR - professional individual in a multi professional environment
 - APPLIED SKILLS – interpretation, assessment, critical evaluation and common sense
 - PROFESSIONAL KNOWLEDGE AND SKILLS – the essence of biomedical science
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HPC

- ❑ CREATED by the legislation - Health professions order 2001
 - ❑ Independent health regulator
 - ❑ Set standards of professional training, performance and conduct.
 - ❑ Keep register
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Role of the HPC

- **Regulates** 13 health professions
 - **Protected titles** anyone using these titles must be registered
 - **Biomedical scientist** this title is protected by law
 - Informs members of the public whether their practitioner is registered
 - Considers complaints and allegations of malpractice – **fitness to practice hearings**
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CPSM

- The Council for Professions Supplementary to Medicine (**CPSM**) was replaced by the **HPC** on 1st April 2002
 - **CPSM** regulated medical laboratory scientific officers (**MLSO's**) the old name for **BMS's**
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Council

CPSM	HPC
36 members	26 members
12 registered members of the 12 professions appointed by boards	1 representative from each profession 13 alternate professional members who attend in the absence of the 13 representatives
4 lay members appointed by the Privy Council includes Chairman 1 representative from Scotland & Wales & Northern Ireland 13 lay members appointed by D of H	13 lay members
9 members appointed by the medical Royal Colleges and the GMC	president



HPC Council

- **4 statutory committees** – conduct and competence, the health of professionals registered with HPC, investigating complaints and the establishment and monitoring of training and education standards
 - **3 non statutory committees** – finance and resources, registration and communications
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HPC council

- Each committee is chaired by a member of the Council
 - HPC is still evolving and more committees may be set up
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CPSM

- Complaints were made to the Registrar at the CPSM
 - If there was a case to be heard, it would be heard in an open public hearing of the Disciplinary Committee
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HPC

- Leaner organisational structure than the CPSM
 - Greater public representation
 - Faster and more transparent procedures
 - More accountable to the public and health service
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AIMS OF THE HPC

- ❑ Maintaining and publishing a public register of properly qualified members of the professions
 - ❑ Approving and upholding high standards of education and training
 - ❑ Continuing good practice
 - ❑ Investigating complaints and taking appropriate action
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Aims of the HPC

- Working in partnership with the public and other professional bodies
 - Promoting awareness and understanding of the aims of the Council
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6 GUIDING PRINCIPLES OF THE HPC

- PROTECTS THE PUBLIC
 - Transparency
 - Communication and responsiveness
 - Providing a high quality service
 - Value for money
 - Working collaboratively
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HPC scope of practice

- Standards of Proficiency (SOPs) and Standards of Conduct ,Performance and Ethics – if you are on an approved course you automatically meet the SOPs for that profession
 - Scope of practice – refers to the particular area of your profession in which you are trained to practise, lawfully, safely and effectively
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HPC scope to practice

- Professional self regulation – your responsibility to stay on the Register and to judge your ability to practise, safely and lawfully
 - **SOP** represents the entry level onto the Register
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Why join the IBMS?

- Package of benefits
 - To develop career and scientific knowledge
 - Provide personal and professional support
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IBMS BENEFITS

- PUBLICATIONS – **Biomedical Scientist** (monthly) - jobs, CPD activities, meetings ,journal based learning etc
British Journal of Biomedical Science (quarterly) scientific papers & reviews
 - IBMS web site – with Web forums
 - IBMS congress
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IBMS benefits

- **Professional recognition** – IBMS Fellowship is a requirement for senior grade posts
 - Recognition from other Professional bodies
 - Designatory Letters
 - Chartered Scientist to qualifying IBMS members
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IBMS benefits

- Professional support – Professional Indemnity Insurance
 - Expert advise
 - Scientific Advisory panels
 - Legal advise
 - CPD scheme
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CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

- CPD – compulsory from August 2006
 - BMS staff declare fit to practise under HPC standards – legally binding
 - CPD portfolio – providing evidence
 - First audits will be in 2008
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National Occupational Standards (NOS)

- ❑ Statements of good practice
 - ❑ Written to measure performance outcomes against national predefined standards
 - ❑ IBMS represents the profession on the steering group (DH PROJECT)
 - ❑ Standards for education, training and assessment which complement requirements for registration
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NOC'S

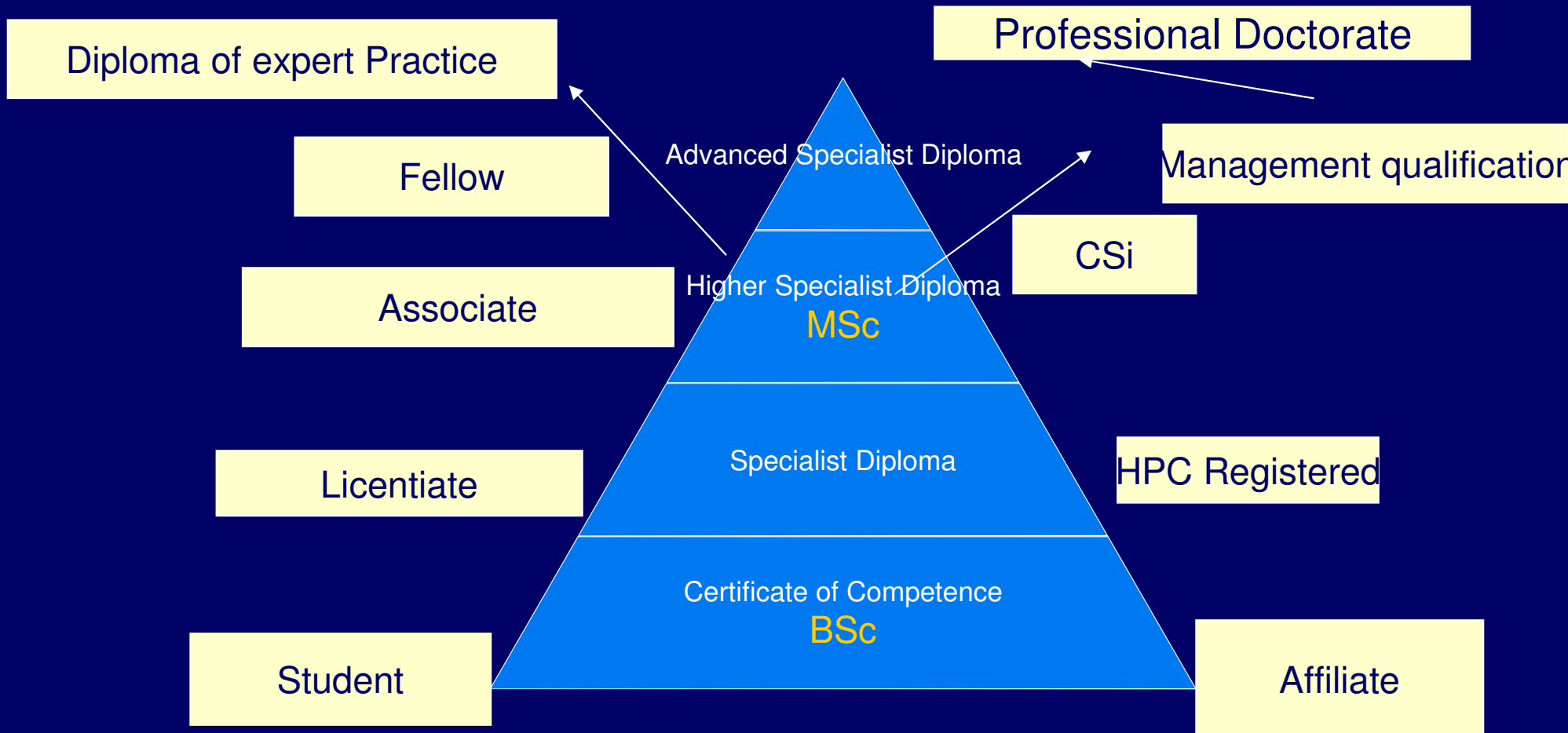
- BMS's are in the Life Science category and NOS's have been developed for each discipline
 - There are generic standards applicable to all the HCS workforce
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NOC'S can be used by

- ❑ **Individuals** to help them develop their own knowledge and skills, improve performance and to gain credit for their achievements
 - ❑ **People who offer education and training** through identifying individual learning needs ,defining outcomes and acting as the basis of qualifications
 - ❑ **Workers and agencies** to improve the quality of the service they offer
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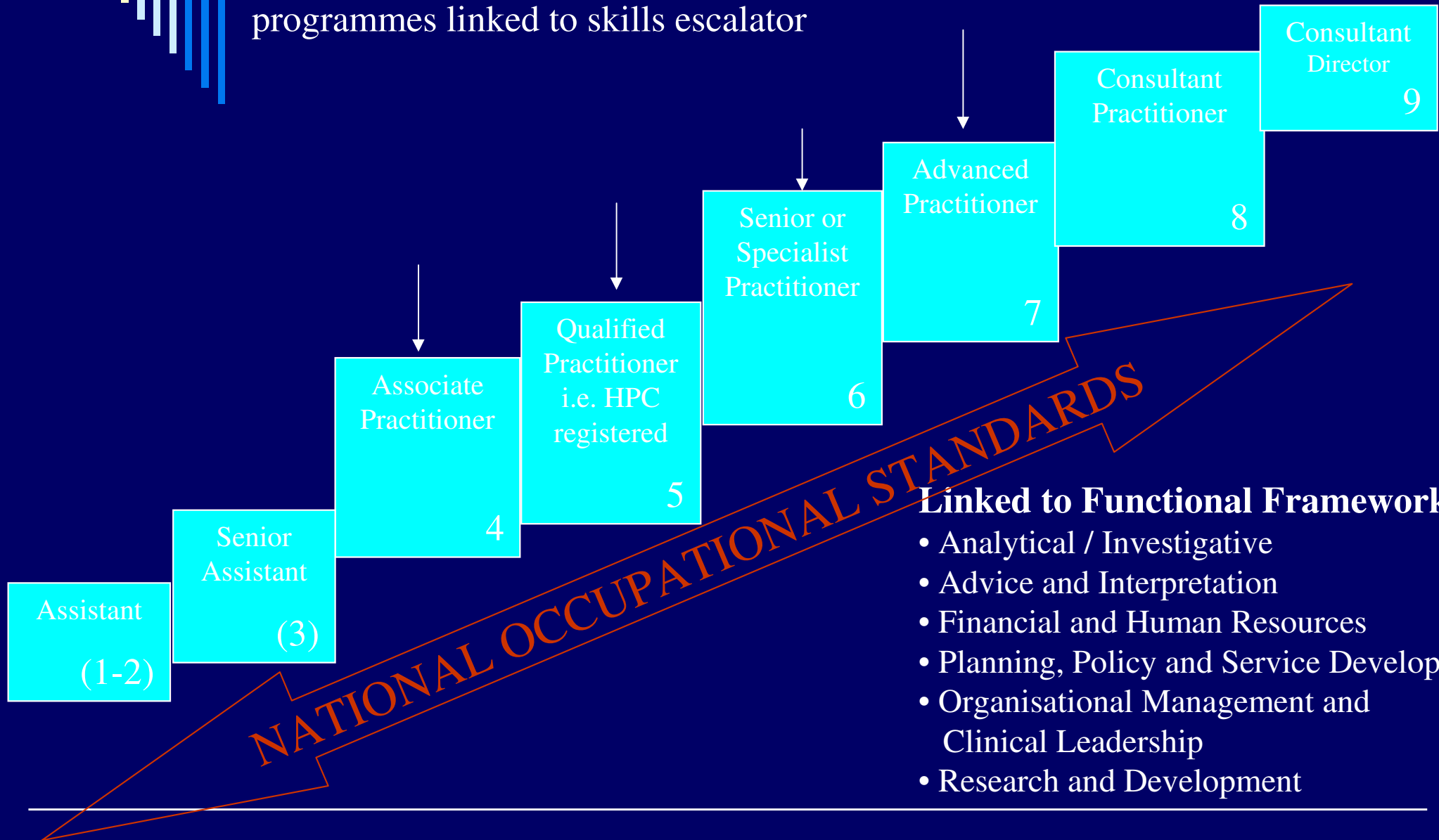
Career Pathway



HCS CAREER PATHWAY

Career
Trajectory

Multiple entry routes supported by education and training programmes linked to skills escalator





New Membership Structure

Advanced Specialist Diploma

Fellow

-----**Higher Specialist Diploma**-----

CSci

MSc

Associate

-----**Specialist Diploma**-----

Licentiate

HPC Registration

-----**Certificate of Competence**-----

BSc

Student

Affiliate



Useful web sites

- www.ibms.org
- www.hpc-uk.org
- www.dh.gov.uk