

Modernising Scientific Careers

As some of you may know there is a Government initiative to streamline and bring up to date scientific career structures within healthcare. This may impact on many renal scientists, particularly those working within the NHS sector. The recommendations are to standardise entry into the field providing multiple entry points and providing a number of generic job descriptions at each stage. The framework also accommodates those of us who work in research. One challenge is to standardise training and education within the field so that all staff at a given stage have equivalent skills. The Skills for Health team have now decided on the National Occupational Standards for the profession of which there are 64; 51 discipline specific and 13 generic. These complement the, already in place, healthcare scientist framework, agenda for change and KSF. It is hoped that having core competencies will bring a greater degree of flexibility to the area. So how will this impact on research? A number of you will either be directly involved in service provision, or are managers thereof. The modernisation programme should be a positive move towards promoting R&D and innovation and hopes to promote much more interaction with academia and industry. A number of pilot programmes are being set up within the life sciences sector currently and these will roll out to other disciplines eventually. We would be interested to have any of your experiences so that if problems or opportunities arise we can disseminate them using the Renal Association website.

Useful Websites

Skills for Health <http://www.skillsforhealth.org.uk/>

Healthcare Scientist Career framework

http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_4123205

Modernising scientific careers – workforce implications

http://www.healthcareworkforce.nhs.uk/option.com_docman/task.doc_view/gid,1005/Itemid,82.html

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