

**COMPETENCES REQUIRED FOR APPLICANTS  
TO ATTAIN HPC REGISTRATION AS CLINICAL SCIENTISTS**

**SPECIALTY :**

**Clinical Biochemistry**



This document comprises a discipline-specific version of the general competence document and provides additional guidance as to how to complete the general document, Appendix 1 of the Guidelines, that you must submit with your application.

Remember that the aim of the process is for the candidate to satisfy the assessor that he or she has the appropriate basic qualifications and length of experience for issue of the Certificate of Attainment, and that the training programme/period of supervised practice has enabled the candidate to achieve the basic level of competence required for registration as a clinical scientist.

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>1-SCIENTIFIC</b>	Be able to demonstrate the rigorous application of scientific methods in his/her experience to date
Sci1	<ul style="list-style-type: none"> <li>understanding the science that underpins the specialty (modality) and the broader aspects of medicine and clinical practice</li> </ul>	<ul style="list-style-type: none"> <li>must be able to advise on choice of samples and aspects of preparation of the patient relevant to the discipline</li> <li>must have a detailed knowledge of the appropriateness of investigations and advice given on their results, based on evidence-based practice</li> <li>must understand the principles of the techniques and methods employed in the discipline</li> <li>must have a detailed understanding of the normal functioning of the human body, with particular emphasis on the discipline, to provide a foundation for the understanding of the disease process</li> <li>must be familiar with information on developments and needs in the discipline</li> <li>must have acquired critical appraisal skills with respect to assessing the importance and relevance of published research and to appraise results from research undertaken, in the light of existing knowledge</li> <li>must have a basic knowledge of related disciplines in order to be able to integrate relevant diagnostic results into an interpretation</li> <li>must be familiar with the evidence for, and limitations of, the common procedures relevant to the discipline used in the diagnosis and management of patients</li> </ul>
Sci2	<ul style="list-style-type: none"> <li>demonstrating a strong base of knowledge appropriate to the specialty and to the investigations and therapeutic options available</li> </ul>	
Sci3	<ul style="list-style-type: none"> <li>experience of searching for knowledge, critical appraisal of information and integration into the knowledge base</li> </ul>	
Sci4	<ul style="list-style-type: none"> <li>ability to apply knowledge to problems associated with the routine provision, and development, of the service</li> </ul>	
Sci5	<ul style="list-style-type: none"> <li>ability to identify the clinical decision which the test/intervention will inform</li> </ul>	
Sci6	<ul style="list-style-type: none"> <li>ability to make judgements on the effectiveness of procedures</li> </ul>	
Sci7	<ul style="list-style-type: none"> <li>application of the knowledge base to the specialty (modality) and to the range of procedures/investigations available</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>an understanding of the physical and chemical methods employed in the practice of clinical biochemistry</li> <li>a critical understanding of the application of investigative protocols and diagnostic tests in the assessment of the biochemical status of the patient and biochemical disorders of metabolism</li> <li>a critical understanding of the integration and interpretation of clinical biochemistry parameters with other diagnostic parameters (haematological, imaging, etc.) in the overall clinical assessment of the patient</li> <li>a critical understanding of scientific method and the tools required to successfully evaluate, develop and/or modify both current and emerging technologies as routine diagnostic tools in clinical biochemistry</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>a structured taught element (eg approved MSc course, lecture programme) and participation in appropriate ACB training programmes</li> <li>participation in local research meeting and local, Regional and National scientific meetings</li> <li>the presentation of outcomes of method evaluations, protocol development and audit initiatives of a standard suitable for publication</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>the nominated local supervisor (usually a registered Accredited Specialist) and national ACB Tutor network structure</li> </ul>	

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>2-CLINICAL</b>	Be able to demonstrate the following relevant to the contribution of his/her specialty to patient care:
Clin1	<ul style="list-style-type: none"> <li>to understand the requirements of accuracy and precision of a procedure in the context of diagnosis, prognosis, monitoring and treatment and to use that information appropriately</li> </ul>	<ul style="list-style-type: none"> <li>must appreciate the consequences of clinical decisions made on his/her actions and advice</li> <li>must have a detailed knowledge of the appropriateness of investigations and advice given on their results, based on evidence-based practice</li> <li>must be able to advise on choice of samples and aspects of preparation of the patient relevant to the discipline</li> <li>must fully understand the effects of pre- and post-analytical variables on the interpretation of results</li> <li>must recognise the significance of changes in signs, symptoms and analytical results and relate them to specific disease states and clinical situations</li> <li>must be able to develop/devise investigation protocols to diagnose specific diseases and to monitor individual patients</li> </ul>
Clin2	<ul style="list-style-type: none"> <li>ability to provide interpretation of data and a diagnostic (therapeutic) opinion, including any further action to be taken by the individual directly responsible for the care of the patient</li> </ul>	
Clin3	<ul style="list-style-type: none"> <li>understanding of the wider clinical situation relevant to the patients presenting to his/her specialty</li> </ul>	
Clin4	<ul style="list-style-type: none"> <li>ability to develop/devise an investigation strategy taking into account the complete clinical picture</li> </ul>	
Clin5	<ul style="list-style-type: none"> <li>understanding of the clinical applications of his/her specialty and the consequences of decisions made upon his/her actions/advice</li> </ul>	
Clin6	<ul style="list-style-type: none"> <li>awareness of the evidence base that underpins the use of the procedures employed by the service</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>an understanding of general clinical medicine and its application to the biochemical systems of man</li> <li>an understanding of the physiology of man and the effects of disease on metabolic processes</li> <li>an understanding of the effectiveness of therapies and drug interactions on metabolic processes and the mechanisms by which they modulate disease processes in clinical medicine</li> <li>and understanding of the effects of pre- and post-analytical variables required for the appropriate interpretation and assessment of diagnostic procedures in clinical biochemistry</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>a structured taught element (eg approved MSc course or approved lecture programme) and participation in ACB training programmes</li> <li>continuing experience in a clinical biochemistry department approved for training purposes, under the supervision of an Accredited Specialist in the discipline</li> <li>participation in local seminars, clinical meetings, attendance at grand rounds and ward rounds, clinical audit and clinical report evaluation and authorisation</li> <li>self-endeavour (eg private study and literature evaluation) under the tutelage of an appropriate Accredited Specialist in clinical biochemistry</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>the nominated local supervisor (usually a registered Accredited Specialist) and the national ACB Tutor network structure</li> </ul>	

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>3-TECHNICAL</b>	Be able to demonstrate the following, relevant to the modality or area of specialisation in which he/she wishes to be recognised
Tech1	<ul style="list-style-type: none"> <li>understanding of the principles associated with a range of techniques employed in the modality including the appropriate use of Information Technology</li> </ul>	<ul style="list-style-type: none"> <li>must have practical experience of analytical techniques and procedures commonly used in the discipline and special techniques relevant to the area of practice</li> <li>must have achieved practical competence of the necessary standard to consistently produce valid results</li> <li>must have a detailed understanding of the principles of internal quality control and external quality assessment and to use this practically to take action to improve performance when that deteriorates</li> <li>must understand the components of quality assurance in relation to the practice of clinical biochemistry</li> <li>must have sufficient knowledge of the fundamentals of procedures and techniques to be able to solve problems and troubleshoot</li> <li>must have a detailed understanding of the principles of internal quality control and external quality assessment and to use this practically to take action to improve performance when that deteriorates</li> <li>must understand the components of quality assurance in relation to the practice of clinical biochemistry</li> </ul>
Tech2	<ul style="list-style-type: none"> <li>knowledge of the standards of practice expected from these techniques including positioning of patients for safe interventions</li> </ul>	
Tech3	<ul style="list-style-type: none"> <li>experience of performing these techniques</li> </ul>	
Tech4	<ul style="list-style-type: none"> <li>the ability to solve problems that might arise during the routine application of these techniques (troubleshooting)</li> </ul>	
Tech5	<ul style="list-style-type: none"> <li>understanding of the principles of quality control and quality assurance</li> </ul>	
Tech6	<ul style="list-style-type: none"> <li>experience of the use of quality control and quality assurance techniques including restorative action when performance deteriorates</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>the ability to perform common technical procedures detailed in the ACB Training Log Book in clinical biochemistry to the required standards of an operational protocol as defined for the purposes of laboratory accreditation under CPA (UK) or its equivalent</li> <li>the ability to critically review the results and determine the significance of quality control and assessment information for analytical procedures in clinical biochemistry</li> <li>a detailed understanding of the analytical principles behind the techniques used in clinical biochemistry, to facilitate method troubleshooting and the development of appropriate procedures for preventive maintenance</li> <li>an understanding of potential hazards (environmental, biological, chemical and isotopic) associated with the practice of clinical biochemistry and the appropriate controlling legislation (eg COSHH) and appropriate procedures for risk assessment (RIDOR)</li> <li>a thorough appreciation of the importance of quality assurance to the provision of a clinical biochemistry service</li> </ul>	

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<i>Achieved through:</i>	<ul style="list-style-type: none"><li>• a structured taught element (eg approved MSc course or approved lecture programme) and participation in appropriate ACB training programmes</li><li>• appropriate practical instruction, at bench level, in the techniques and procedures used in the discipline</li><li>• participation in locally organised health &amp; safety courses and experience of the health &amp; safety committee structure in the employing institution</li><li>• participation in departmental quality forums, such as quality assurance meetings</li><li>• self-endeavour (eg private study and literature awareness) under the tutelage of an appropriate Accredited Specialist in Clinical Biochemistry</li></ul>
<i>Assessed by:</i>	<ul style="list-style-type: none"><li>• the nominated local supervisor (usually a registered Accredited Specialist) and the national ACB Tutor network structure</li></ul>

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>4-RESEARCH AND DEVELOPMENT</b>	Be able to demonstrate a training in research which should include:
R&D1	<ul style="list-style-type: none"> <li>ability to read and critically appraise the literature</li> </ul>	<ul style="list-style-type: none"> <li>must have acquired presentational skills to permit communication, both spoken and written, of research findings for critical appraisal by peers</li> <li>must have basic research skills to be able to identify problems, formulate hypotheses and develop an experimental plan to resolve a problem</li> <li>must have developed basic research skills and be capable of investigating unexpected problems and unanswered questions</li> <li>must have acquired critical appraisal skills with respect to assessing the importance and relevance of published research and to appraise results from research undertaken, in the light of existing knowledge</li> <li>must have acquired the appropriate scientific and technical skills to perform the experimental work required and supervise others in its performance and to subject the results obtained to appropriate statistical analysis</li> </ul>
R&D2	<ul style="list-style-type: none"> <li>ability to develop the aims and objectives associated with a project</li> </ul>	
R&D3	<ul style="list-style-type: none"> <li>ability to develop an experimental protocol to meet the aims and objectives in a way that provides reliable and robust data (i.e. free of bias)</li> </ul>	
R&D4	<ul style="list-style-type: none"> <li>ability to perform the required experimental work ability to produce and present the results (including statistical analysis)</li> </ul>	
R&D5	<ul style="list-style-type: none"> <li>recognise the value of research and has the ability to critically appraise results in the light of existing knowledge and the hypothesis developed and to formulate further research questions</li> </ul>	
R&D6	<ul style="list-style-type: none"> <li>ability to present data and provide a critical appraisal to an audience of peers – both spoken and written</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>a knowledge of study design to enable a hypothesis to be tested</li> <li>scientific and technical skills to ensure the achievement of accurate results from which valid conclusions can be drawn</li> <li>sufficient understanding of the principles and practice of statistical analysis to allow meaningful presentation of the results from research</li> <li>practical experience and an understanding of critical appraisal skills</li> <li>evidence of participation in basic scientific research and collaborative research in the clinical environment</li> <li>evidence of continuing oral and written presentation of research findings</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>a structured taught element (eg approved MSc course or approved lecture programme) and participation in ACB training programmes</li> <li>participation in local research meetings and evidence of supervised and collaborative research initiatives, potentially leading to a PhD</li> <li>participation in research and development projects throughout training</li> <li>presentation, both locally and to the wider clinical biochemistry community, of the results of research findings</li> <li>self-endeavour (eg critical appraisal and literature search) under the tutelage of an appropriate Accredited Specialist in clinical biochemistry</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>the nominated local supervisor (usually a registered Accredited Specialist) and the national ACB Tutor network structure</li> </ul>	

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>5-COMMUNICATION</b>	Be able to communicate in both the written and spoken media to colleagues, peers and patients:
Com1	<ul style="list-style-type: none"> <li>ability to assess a situation and act accordingly when representing the specialty</li> </ul>	<ul style="list-style-type: none"> <li>must be able to communicate sensitively and appropriately with patients, carers, and the wider public</li> <li>must be able to communicate effectively with colleagues within the discipline and in the wider clinical community</li> <li>must be able to educate and train colleagues and be able to undertake the responsibility of junior colleagues</li> <li>must be able to present findings in both written and spoken media through reports, scientific papers, posters, seminars and lectures</li> </ul>
Com2	<ul style="list-style-type: none"> <li>ability to respond to enquiries regarding the service provided when dealing with clinical colleagues</li> </ul>	
Com3	<ul style="list-style-type: none"> <li>ability to communicate with patients, carers and relatives, the public and other healthcare professionals as appropriate</li> </ul>	
Com4	<ul style="list-style-type: none"> <li>ability to communicate the outcome of problem solving and research and development activities</li> </ul>	
Com5	<ul style="list-style-type: none"> <li>evidence of presentation of scientific material at meetings and in the literature</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>an ability to communicate clearly and with confidence to clinical and professional colleagues both within and outside the discipline of clinical biochemistry in both formal and informal settings</li> <li>an ability to educate and train others within and outside the clinical biochemistry department and to supervise the work of trainee clinical scientists in clinical biochemistry and other staff as appropriate to the task</li> <li>evidence of continuing experience in the formal presentation of findings and data by verbal and written communication</li> <li>an understanding of all aspects of information technology pertinent to the service provision and support of a clinical biochemistry department and competence in its use to the level required to effectively practice clinical biochemistry</li> <li>an understanding of the ethical aspects of communication with patients and the public</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>a structured taught element (eg approved MSc course or approved lecture programme) and participation in ACB training programmes</li> <li>presentations in oral and written form within and outside the department, through seminars, tutorials, case presentations, posters and appropriate peer-reviewed publications</li> <li>participation in local seminars, clinical meetings, attendance at grand rounds and ward rounds, clinical audit and clinical governance and clinical report authorisation</li> <li>self-endeavour (eg competence in the use of word processing, other pc based programmes and the Internet) under the tutelage of an appropriate Accredited Specialist in clinical biochemistry</li> </ul>	
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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>6-PROBLEM SOLVING</b>	Be able to deal with the unexpected and thus be able:
PS1	<ul style="list-style-type: none"> <li>to assess a situation</li> </ul>	<ul style="list-style-type: none"> <li>must be capable of seeking and establishing (where relevant) relationships between independent pieces of information</li> <li>must be able to recognise the unusual and act appropriately</li> <li>must be able to communicate with others effectively to ensure resolution of a problem in a timely way</li> <li>must be capable of utilising the knowledge base pertinent to the discipline</li> <li>must be aware of the overall operation of the service and its detail to allow problems affecting the service to be recognised quickly and resolved</li> <li>must have sufficient knowledge of the fundamentals of procedures and techniques to be able to solve problems and troubleshoot</li> </ul>
PS2	<ul style="list-style-type: none"> <li>determine the nature and severity of the problem</li> </ul>	
PS3	<ul style="list-style-type: none"> <li>call upon the required knowledge and experience to deal with the problem</li> </ul>	
PS4	<ul style="list-style-type: none"> <li>initiate resolution of the problem</li> </ul>	
PS5	<ul style="list-style-type: none"> <li>demonstrate personal initiative</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>a detailed knowledge of the operation of the service</li> <li>a detailed knowledge of the pre-analytical, analytical and post-analytical factors which may affect the overall quality of the service</li> <li>comprehensive communication skills to permit collaboration and direction of laboratory colleagues</li> <li>a detailed knowledge of clinical biochemistry and competence to retrieve pertinent information from the literature and appropriate databases</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>a structured taught element (eg approved MSc course or approved lecture programme), participation in appropriate ACB training programmes and local courses on the effective use of information retrieval services and other aspects of information technology</li> <li>participation in local seminars and clinical meetings, attendance at grand rounds and ward rounds, clinical audit, clinical governance and clinical report authorisation</li> <li>attendance at departmental management meetings</li> <li>involvement, under supervision, in problem solving within the laboratory</li> <li>self-endeavour, under the tutelage of an appropriate Accredited Specialist in clinical biochemistry</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>the nominated local supervisor (usually a registered Accredited Specialist) and the national ACB Tutor network structure</li> </ul>	

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	<b>7-PROFESSIONAL ACCOUNTABILITY</b>	Be able to demonstrate an understanding of management principles and techniques, including the following:
Prof1	<ul style="list-style-type: none"> <li>Has read, understands and follows the Standards of Proficiency for Clinical Scientists and published by the Health Professions Council</li> </ul>	<ul style="list-style-type: none"> <li>must be able to recognise legal and ethical boundaries of the modality and practice and conduct research within these boundaries</li> <li>must have acquired a basic understanding of the structure and organization of the department, and relevant financial aspects</li> <li>must understand the principles of clinical governance and be able to audit, reflect on and review practice</li> <li>must understand the importance of effective communication with colleagues and be able to function as an effective member of a multidisciplinary team</li> <li>must appreciate the consequences of clinical decisions made on his/her actions and advice</li> <li>must have acquired a basic knowledge of health and safety requirements appropriate to the discipline</li> <li>must be able to recognise the limits of his/her knowledge and skills</li> <li>must understand the need for and basic requirements of accreditation schemes appropriate to the modality</li> <li>must participate in an appropriate CPD scheme (after completion of training)</li> <li>must understand the principles of appraisal and be able to supervise staff in his/her area of responsibility</li> </ul>
Prof2	<ul style="list-style-type: none"> <li>To be personally responsible for and must be able to justify their decisions</li> </ul>	
Prof3	<ul style="list-style-type: none"> <li>Understanding of the legal and ethical requirements of the modality, and the ethical aspects of scientific research.</li> </ul>	
Prof4	<ul style="list-style-type: none"> <li>Understands the need to practice safely and effectively within their abilities and can recognise the limits of personal practice and identify when to seek advice.</li> </ul>	
Prof5	<ul style="list-style-type: none"> <li>Ability to manage personal workload and prioritize tasks appropriately.</li> </ul>	
Prof6	<ul style="list-style-type: none"> <li>Can demonstrate competence in the principles of clinical governance including clinical audit, accreditation requirements relevant to the modality. This will include the importance of equality and diversity, confidentiality, informed consent and data security</li> </ul>	
Prof7	<ul style="list-style-type: none"> <li>Ability to contribute effectively to work undertaken as part of a multi-disciplinary team</li> </ul>	
Prof8	<ul style="list-style-type: none"> <li>Ability to supervise others as appropriate to area of practice. Understanding of the role of appraisal in staff management and development.</li> </ul>	
Prof9	<ul style="list-style-type: none"> <li>Understanding of the need and obligation for career-long self-directed learning and the importance of continuing professional development.</li> </ul>	
Prof10	<ul style="list-style-type: none"> <li>Understanding of the need for, and ability to establish and maintain, a safe practice environment. Understanding of the requirements and obligations of Health and Safety including infection control</li> </ul>	
Prof11	<ul style="list-style-type: none"> <li>Understanding of the structure and organization of the department and how it fits into the local clinical setting, General understanding of the way the modality is structured and practised in other locations within the UK. Basic understanding of the importance of financial accountability, budgetary control and resource management.</li> </ul>	

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<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• a structured taught element (eg approved MSc course or approved lecture programme), participation in appropriate training programmes and local courses on general, personnel and financial management, health and safety, audit, etc</li> <li>• participation in local seminars and meetings, attendance at clinical audit meetings and clinical governance committees.</li> <li>• attendance at departmental management meetings</li> <li>• involvement, under supervision, in management within the laboratory</li> <li>• mentoring by an experienced practitioner</li> </ul>
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>• the nominated local supervisor and appropriate professional body external advisor/tutors</li> </ul>