

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

**SPECIALTY :**

**Clinical Embryology**



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>• Demonstrate the ability to understand the principles of the techniques and methods employed</li> <li>• Demonstrate the ability to understand the treatment options and processes available to the patient</li> <li>• Demonstrate the ability of a critical understanding of the treatment options and processes available to patients</li> <li>• Demonstrate the ability to have a basic knowledge of related disciplines in order to gain use their expertise when required or relevant</li> <li>• Demonstrate the ability to understand the external effects and safety with respect to gamete and embryo viability</li> <li>• Demonstrate the ability to stay up to date on recent developments and the importance of this to clinical practice</li> <li>• Demonstrate participation in education learning events such as journal clubs, local or national scientific meetings</li> <li>• Demonstrate the ability to understand the principles, methodologies and limitations of fertility investigations</li> <li>• Demonstrate a basic knowledge of related disciplines in order to be able to integrate relevant diagnostic results into an interpretation</li> <li>• Demonstrate an awareness of sources of relevant literature</li> <li>• Demonstrate an ability to be familiar with information on new developments and needs in the discipline</li> <li>• Demonstrate an ability to change practice after taking into account new developments and research</li> <li>• Demonstrate an understanding of the basis of external factors which have the potential to affect laboratory performance</li> <li>• Demonstrate an understanding of male and female reproductive physiology</li> <li>• Demonstrate a knowledge of the causes and diagnosis of male and female infertility</li> <li>• Demonstrate an understanding of how the design of scientific studies can give different grades of scientific evidence</li> <li>• Demonstrate how other disciplines can contribute to assisted reproductive technology for both diagnoses and treatment, e.g. Genetics &amp; Counselling</li> <li>• Demonstrate the knowledge of a range of diagnostic hormone assays, andrology and embryological assessments; the scientific basis of the test, how these are interpreted and what treatments may be offered</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>	

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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>	<ul style="list-style-type: none"> <li>• Demonstrate a knowledge of the range treatments and investigations within assisted reproductive technology and the history of their evolution</li> <li>• Demonstrate a critical understanding of the treatment options and processes available to the infertile couple</li> </ul>
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>• a critical understanding of the scientific and clinical methods employed in the practice of clinical embryology</li> <li>• a critical understanding of the application of investigative protocols and diagnostic tests to assess the fertility potential of a couple, including semen analysis, function tests and hormonal assessments</li> <li>• a critical understanding of interpretation and integration of investigative tests with clinical assessment of the infertile couple</li> <li>• a critical understanding of the scientific methods and the tools required to evaluate, develop and/or modify both current and emerging technologies as diagnostic and therapeutic tools in clinical embryology</li> <li>• developed research skills and expertise sufficient to support supervised and collaborative research initiatives in clinical embryology and reproductive medicine</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• participation in appropriate ACE training programmes (eg ACE Certificate in Clinical Embryology) or additional courses eg appropriate MSc course, PhD</li> <li>• participation in local research meetings and evidence of supervised and collaborative research initiatives, potentially leading to publication or a PhD</li> <li>• the presentation of outcomes of method evaluations, protocol development and clinical research initiatives eg at scientific meetings</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>• the locally nominated and ACE Training Committee approved supervisor</li> <li>• national assessor and examiner network for clinical embryology</li> <li>• satisfactory performance in ACE CPD scheme</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>Demonstrate the ability to identify the needs of patients and the ability to provide the most appropriate individualised care</li> <li>Demonstrate the ability to provide advice to clinical colleagues and patients on the interpretation of diagnostic tests and implications for treatment</li> <li>Demonstrate the ability to be able to advise on a choice of treatments or referral to clinical colleagues or GPs where relevant</li> <li>Demonstrate the ability to give opinion on variation of treatment options according to clinical history and embryological observations during treatment cycle</li> <li>Demonstrate the ability to understand and act on the results of investigations or treatment which necessitates the referral for specialist advice</li> <li>Demonstrate the ability to change a patient pathway in light of investigations</li> <li>Demonstrate the ability to identify the individualised investigations required for a patients course of treatment</li> <li>Demonstrate the ability to undertake and record a thorough, sensitive and detailed assessment, using appropriate techniques and equipment</li> <li>Demonstrate an understanding of patient investigations, embryological methods and principles that underpin the provision of treatment</li> <li>Demonstrate an ability to analyse and interpret investigation reports</li> <li>Demonstrate an understanding of the indicators of laboratory performance</li> <li>Demonstrate the ability to provide advice to clinical colleagues and couples themselves on the interpretation of diagnostic tests and implications for treatment</li> <li>Demonstrate the ability to adapt practice to take into account the needs of different patient groups for example physical or cultural factors</li> <li>Demonstrate the ability to advise on a choice of treatments or referral to clinical colleagues or GPs where relevant</li> <li>Demonstrate an ability to recognise critical incidents and develop rapid response strategies</li> <li>Demonstrate the ability to make a reasoned decision to change the treatment course</li> <li>Demonstrate participation in QA schemes both nationally and in-house</li> <li>Demonstrate an appreciation of the importance of continued audit to evaluate treatment efficacy</li> <li>Demonstrate an understanding of the clinical application of various drug regimes</li> <li>Demonstrate the ability to gain full knowledge of all factors which may contribute to sub-fertility</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>	

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<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>• a critical understanding of practical and theoretical processes underpinning treatment options available to infertile couple</li> <li>• a critical understanding of how a treatment plan is devised taking into account diagnostic tests and relevant history</li> <li>• a complete knowledge of the prevailing statutory framework and professional guidelines regulating ART as they apply to clinical embryology</li> <li>• a level of knowledge and practical skills sufficient to manage correctly a patient's treatment within the clinical embryology laboratory</li> </ul>
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• participation in appropriate ACE training programmes (eg ACE Certificate of Clinical Embryology) or additional courses eg appropriate MSc course, PhD</li> <li>• participation in local clinical meetings and clinical case reviews</li> <li>• participation in clinical audit</li> </ul>
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>• the locally nominated and ACE Training Committee approved supervisor</li> <li>• national assessor and examiner network for clinical embryology</li> <li>• satisfactory performance in ACE CPD scheme</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>• Demonstrate the ability to an appropriate level of experience in each of the embryology skills</li> <li>• Demonstrate the ability to ensure patients are correctly positioned for any interventions if appropriate</li> <li>• Demonstrate the ability to perform and reach a level of experience in each of the embryology techniques</li> <li>• Demonstrate an understanding of the importance of standard operating procedures</li> <li>• Demonstrate an ability to work to standard operating procedures</li> <li>• Demonstrate an understanding of the importance of working with accuracy and precision</li> <li>• Demonstrate an understanding of the indicators of laboratory performance</li> <li>• Demonstrate an ability to recognise deterioration in laboratory performance</li> <li>• Demonstrate an ability together information including qualitative and quantitative data that helps to evaluate the patients experience through treatment</li> <li>• Demonstrate an ability to participate in a QA scheme to monitor and evaluate the service as part of a quality improvement scheme</li> <li>• Demonstrate a familiarity with the evidence for, and limitations of, the common procedures relevant to the discipline used in the diagnosis and treatments of patients</li> <li>• Demonstrate an understanding of the principles of the techniques and methods employed in the discipline</li> <li>• Demonstrate the knowledge of limitations and expected outcomes for each technique</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>	

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<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• participation in appropriate ACE training programmes (eg ACE Certificate of Clinical Embryology), incorporating a fully supervised programme of acquiring core practical skills and recorded in a validated log book</li> <li>• a logbook recording attainment of technical skills as required by prevailing HFEA standards</li> </ul>
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>• the locally nominated and ACE Training Committee approved supervisor</li> <li>• national assessor and examiner network for clinical embryology</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>Demonstrate the ability to understand how to interpret critically and appraise scientific reports and articles</li> <li>Demonstrate the ability to use the knowledge gained from research evaluation for service development</li> <li>Demonstrate an understanding of how to interpret critically and appraise scientific reports and articles</li> <li>Demonstrate a familiarity with basic research methods, as applicable to clinical embryology</li> <li>Demonstrate a familiarity with the principles of research and clinical trials</li> <li>Demonstrate an ability to incorporate research and development methods into the development of new techniques</li> <li>Demonstrate an awareness of sources of relevant literature</li> <li>Demonstrate the ability to carry out basic research methods, as applicable to clinical embryology</li> <li>Demonstrate the ability to critically and appraise scientific reports and articles</li> <li>Demonstrate the ability to develop an experimental protocol to meet defined aims and objectives</li> <li>Demonstrate a knowledge of statistical analysis</li> <li>Demonstrate an ability to interpret results from a defined hypothesis</li> <li>Demonstrate an ability to formulate further research questions</li> <li>Demonstrate the value of case conferences and other methods of review</li> <li>Demonstrate the need to recognise the need to be aware of emerging technologies and new developments</li> <li>Demonstrate an understanding of statistical analysis and how this influences the results and conclusions of studies</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>	



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<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>• a critical understanding of research methods and skills</li> <li>• up to date knowledge base by continuing appraisal of the literature</li> </ul>
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• involvement in IVF units research programme</li> <li>• a structured taught element (eg ACE Diploma in Clinical Embryology) incorporating a research project or additional courses eg approved MSc course, PhD</li> <li>• a journal based learning scheme (eg component of ACE CPD)/journal clubs/attendance at scientific meetings</li> </ul>
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>• scientific presentation/publication record</li> <li>• other documentary evidence of research activity/awareness eg CPD participation or a supporting statement from a supervisor/line manager</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>Demonstrate the ability to present or publish scientific material</li> <li>Understand and demonstrate the ability to communicate clearly, effectively and promptly with other clinical embryologists within the team</li> <li>Demonstrate the ability to discuss treatment options and communicate proposed changes to both patients and colleagues</li> <li>Demonstrate the ability to liaise effectively with clinical, nursing and other colleagues</li> <li>Demonstrate the ability to discuss treatment options and communicate proposed changes to treatment options in light of laboratory observations</li> <li>Demonstrate the ability to communicate sensitively and empathetically with patients</li> <li>Demonstrate the ability to communicate sensitively and empathetically with no discrimination</li> <li>Demonstrate the ability to present or publish scientific material</li> <li>If English is not the first language demonstrate the ability to communicate in English to the standard equivalent to level 7 of the International English Language Testing System, with no element below 6.5</li> <li>Demonstrate the ability to show how communication can be altered to ensure effective provision of information</li> <li>Demonstrate the knowledge of different forms of patient information, both written, verbal and visual and their appropriate use</li> <li>Demonstrate how patient information can be presented to sensitively address for example different cultures, ages, ethnicity, religious beliefs and socio-economic status</li> <li>Demonstrate the ability to provide patients with the relevant information to enable patient choice and informed decision making</li> <li>Demonstrate the ability to understand the need to use an appropriate interpreter to assist patients whose first language is not English, wherever possible</li> <li>Demonstrate the ability to participate effectively in clinic review meetings and case discussions</li> <li>Demonstrate the ability to communicate scientific information in an easily understandable format for patients and colleagues</li> <li>Demonstrate an understanding of only using accepted terminology in patient records</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>	

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<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>• an ability to communicate the treatment plan to clinical colleagues and couples in treatment</li> <li>• impart clinical embryological knowledge to peers and patients and explain its relevance</li> <li>• demonstrable communication skills</li> </ul>
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• a structured taught element (eg ACE Diploma in Clinical Embryology) detailing the importance of development of communication skills</li> <li>• additional relevant courses</li> <li>• experientially-acquired skills</li> </ul>
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>• the locally nominated and ACE Training Committee approved supervisor</li> <li>• national assessor and examiner network for clinical embryology</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	• to assess a situation	<ul style="list-style-type: none"> <li>• Demonstrate the ability to identify and evaluate problems and take the appropriate course of action</li> <li>• Demonstrate the ability to plan corrective action when a problem is identified</li> <li>• Demonstrate an ability to systematically identify problems and take corrective and preventative action</li> </ul>
PS2	• determine the nature and severity of the problem	
PS3	• call upon the required knowledge and experience to deal with the problem	
PS4	• initiate resolution of the problem	
PS5	• demonstrate personal initiative	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>• understanding and ability to perform regular performance audit</li> <li>• deal with unexpected situations in appropriate and effective manner</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• a structured taught element (eg ACE Diploma in Clinical Embryology) detailing the importance of audit and troubleshooting skills</li> <li>• practical knowledge and skills gained through experience</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>• the locally nominated and ACE Training Committee approved supervisor</li> <li>• national assessor and examiner network for clinical embryology</li> <li>• satisfactory performance in ACE CPD scheme</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>Ability to demonstrate knowledge of the HPC Code of Conduct</li> <li>Ability to demonstrate participation in an appropriate CPD scheme (after completion of training)</li> <li>Demonstrate the ability to respect the individuality of patients including their rights, dignity and values with respect to diagnostic and treatment options</li> <li>Demonstrate the ability to communicate sensitively and empathetically with patients</li> <li>Demonstrate awareness of HF and E Act 1990 as amended 2008 and subsequent revisions and the regulations surrounding the techniques employed</li> <li>Demonstrate awareness of HFEA Code of Practice and ACE Accreditation Standards and Guidelines for the IVF laboratory plus any other relevant publications from DoH or professional bodies</li> <li>Demonstrate a basic knowledge of health and safety requirements appropriate to the discipline</li> <li>Demonstrate the ability to practice in a non-discriminatory manner accepting all individuals for treatment regardless of age, religion, ethnicity and sexual orientation in line with the HFEA Code of Practice</li> <li>Demonstrate the ability to maintain patient confidentiality in line with the HFEA Code of Practice and Data Protection Act</li> <li>Demonstrate the ability to understand what is meant by informed consent</li> <li>Demonstrate the ability to obtain informed consent</li> <li>Demonstrate the understanding of the consequences of failure to gain patient informed consent</li> <li>Demonstrate the ability the work within the Professional Body (ACE/HPC) Code of Conduct</li> <li>Demonstrate the ability to be familiar with the evidence for, and limitations of, the common procedures relevant to the discipline used in the diagnosis and treatments of patients</li> <li>Demonstrate the ability to be able to recognise the limits of his/her knowledge and skills</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>	

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Prof5	<ul style="list-style-type: none"> <li>• Ability to manage personal workload and prioritize tasks appropriately.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate the ability to understand the importance of effective communication with colleagues and be able to function as an effective member of a multidisciplinary team</li> <li>• Demonstrate the ability to demonstrate personal responsibility when a decision regarding the patient has been made</li> <li>• Demonstrate the ability to provide justification of decisions made</li> <li>• Demonstrate an understanding of relevant regulation including COSHH, Health and Safety and risk assessment and its application within the laboratory</li> <li>• Demonstrate an understanding why professionals should follow the relevant codes of conduct, maintain high standards and maintain patient safety</li> <li>• Demonstrate the ability recognise when the professional health could compromise patient care</li> <li>• Demonstrate the ability to work as an independent practitioner</li> <li>• Demonstrate the ability to understand the principles of clinical governance and be able to audit, reflect on and review practice</li> <li>• Demonstrate the ability to understand and appreciate the knowledge and skills of the other professionals with the MDT</li> <li>• Demonstrate the ability to work within the multi-disciplinary team</li> <li>• Demonstrate the ability to maintain a professional manner at all times with clinical, nursing and other colleagues</li> <li>• Demonstrate the ability to encourage participation from colleagues across the MDT</li> <li>• Demonstrate the ability to refer to clinical colleagues or other diagnostic laboratories where relevant</li> <li>• Demonstrate the ability to have a basic knowledge of health and safety requirements appropriate to the discipline</li> <li>• Demonstrate an ability to keep accurate, legible records</li> <li>• Demonstrate a knowledge of the appropriate legislation with respect to record keeping</li> <li>• Demonstrate an understanding of a quality management system</li> <li>• Demonstrate a knowledge of the role of audit and review in quality management, including quality control, quality assurance and the use of appropriate outcome measures</li> <li>• Demonstrate a knowledge of how to maintain an effective audit trail and work towards continual improvement</li> <li>• Demonstrate an understanding of the value of reflection on practice and the need to record the outcome of such reflection</li> <li>• Demonstrate participation in unit case discussion meetings</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>	

**COMPETENCES REQUIRED FOR APPLICANTS  
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**SPECIALTY :**

**Clinical Embryology**

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>	<ul style="list-style-type: none"> <li>Demonstrate an understanding of the importance of participating in accreditation systems related clinical embryology</li> <li>Demonstrate an understanding of the importance of following a professional code of conduct</li> <li>Demonstrate the basic requirements of the Health and Safety at Work Act 1974 and be able to work within the boundaries of this legislation</li> <li>Demonstrate the awareness of the role of the Health and Safety Executive and the publications available</li> <li>Demonstrate an appreciation of health and safety requirements appropriate to the discipline including safe handling of liquid nitrogen, pressurised cylinders, incident reporting and risk assessments</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>	<ul style="list-style-type: none"> <li>Demonstrate an awareness of HF and E Act 1990 as amended 2008 and subsequent revisions and the regulations surrounding the techniques employed</li> <li>Demonstrate an awareness of HFEA Code of Practice requirements and work within these guidelines to ensure safe practice</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>	<ul style="list-style-type: none"> <li>Demonstrate an awareness of the ACE Accreditation Standards and Guidelines for the IVF laboratory plus any other relevant publications from DoH or professional bodies</li> <li>Demonstrate the knowledge of the work place specific Health and Safety Policy and abide by the requirements</li> <li>Demonstrate an understanding of relevant regulation including COSHH and the use of Personal Protective Equipment (PPE)</li> <li>Demonstrate the knowledge and correct usage of PPE required for each task within the laboratory e.g. handling liquid nitrogen</li> <li>Appreciate the importance of infection control and demonstrate the ability to follow the Infection Control Policies such as aseptic technique and effective hand washing</li> <li>Practically demonstrate working within the documented requirements for the safe handling of biological specimens, disposal of clinical waste and safety requirements for equipment used</li> <li>Demonstrate an awareness of immunisation requirements and the role of occupational health</li> <li>Practically demonstrate the corrective action for dealing with spillages safely and effectively in line with workplace SOP</li> <li>Practically demonstrate the aseptic technique in line with workplace SOP</li> </ul>
<i>Achievement of:</i>		<ul style="list-style-type: none"> <li>an understanding of the management principles and tools used in the service</li> <li>the ability to act as a professional and work effectively as part of a team</li> <li>understanding of the importance and principles of accreditation, audit, confidentiality, data security and safe working practice</li> </ul>

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*Achieved through:*

- 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
- participation in local seminars and meetings, attendance at clinical audit meetings and clinical governance committees.
- attendance at departmental management meetings
- involvement, under supervision, in management within the laboratory
- mentoring by an experienced practitioner

*Assessed by:*

- the nominated local supervisor and appropriate professional body external advisor/tutors