



*The Association of*  
**CLINICAL MICROBIOLOGISTS**  
*The professional body for microbiologists*

Manchester Medical Microbiology Partnership  
Department of Clinical Virology  
3<sup>rd</sup> Floor Clinical Sciences Building 2  
Manchester Royal Infirmary  
Oxford Road  
Manchester  
M13 9WL

Tele: 0161 276 8850  
Fax: 0161 276 5744

E-Mail [Paul.klapper@cmmc.nhs.uk](mailto:Paul.klapper@cmmc.nhs.uk)

15 July 2008

To whom it may concern:

### **Clinical Scientist Trainees in Microbiology**

As you will be aware the Department of Health's Chief Scientist: Professor Sue Hill has announced a programme entitled "Modernising Scientific Careers". This programme will ultimately (approximately 2013) bring together the Clinical Scientist and Biomedical Scientist workforce under the heading of the "Healthcare Scientist". New Health Profession Council registration at basic and advanced levels will be introduced for the science workforce at this time. In the "Modernised" world there will continue to be a role; and likely an expanded role, for those who possess the competencies currently required of a Clinical Scientist.

In the interim period it is important for everyone to be aware that because of the age of the current workforce large numbers of retirements of Clinical Scientists are anticipated between now and 2013. It is therefore imperative that all Clinical Scientists currently working make every effort to create a training post in Microbiology. This is absolutely vital if we are to weather the shortfall between these retirements and time when the new career structure and training structures are put into place and are operational.

Many Clinical Scientists seem to be at a loss as to how to create a training post. The process is straightforward but does require some personal effort. Responsibility for support for training shifted from area workforce confederations to Strategic Health Authorities some time ago. The first step is to identify the individual in your SHA

with responsibility for training. Next, use the “toolkit” provided by the Royal College of Pathologists (a copy of which may be downloaded from the ACM website) to make a case for a trainee.

If you are told that this is not possible because they are waiting for “Modernising Scientific Careers” explain that you cannot wait. If this does not move things along, contact Professor Hill directly. Professor Hill has told SHA’s that current training must be maintained up to and over the changeover to MSC. She has asked to be kept personally informed of problems in the change over period.

For a pre-registration trainee you should ask for 4 years of training monies, the money requested should be for a full-time salary, support for costs of training (eg. MSc fees), and support for trainees costs. The model which the SHA’s have been told to work to is the West Yorkshire Workforce Confederation model which provides support as outlined above. When taking a trainee you should make clear to the SHA that you wish to create a “run-through training” post. That is on completion of 4 years training and registration as a Clinical Scientist qualified individuals would be expected to progress into a higher specialist training post. For post – registration higher specialist training posts the model of the West Yorkshire Workforce Confederation is to be advocated. This is 5 years of 50% salary costs (50% to be born by the host Trust) plus training costs (eg. PhD. Fees), plus costs for the trainees. Run through, fast – track training, is now absolutely essential if we are to get individuals into Consultant equivalent positions within any reasonable time frame.

Again if there are problems in any SHA meeting such demands you need to inform Professor Hill directly.

The ACM remains committed to supporting all its members where it can. In this instance the first step has to come from its membership. The creation of more training posts is in your hands and must be done on a local basis.



Dr PE Klapper PhD FRCPATH  
Chair, Association of Clinical Microbiologists