Remote Professional Registration Workshop: Competency & CPD
Part II: CSci

Laurence Dawkins-Hall FIScT, C.Biol, C.Sci
L.Dawkins-Hall@sciencecouncil.org
H.McNeil@sciencecouncil.org
Survey Monkey Apply!

ABOUT ME

- 30 years experience in Biomedical Sciences
- Experienced molecular & cell biologist
- Experienced protein biochemist
- Experienced in Assay design & drug discovery
- Experienced with DNA Sequencing platforms & genomics
- Author, review Editor, instructor

My Science Council Hat

My Registration Credentials
Part II Objectives

- Applying for Registration
- Register summary
- Competency form (A_D)
- CPD & Registration renewal (E)

What is professional registration?

Professional registration with the Science Council provides independent recognition of your achievements and maintaining the exact standards required to join the global community of professional scientists.

Historically, especially in academic settings, there has been an absence of accreditation for technicians translating into a substantive career pathway.

Applying for Registration:

5 Steps

Practice is equivalent to Qualifications

Qualifications

The following academic criteria is required for each register:

1. HNC/HND applicants must have a level 6 qualification or equivalent learning and achievement.
2. HNC applicants must have a level 5 qualification or equivalent learning and achievement.
3. CI and CSci applicants must have a level 7 qualification or equivalent learning and achievement.

*Equivalent refers to the QAA (Quality Assurance Agency for Education) descriptors. (Note: All-round professional competence will be the deciding factor, and there are several other ways in which the required knowledge, understanding and skills can be demonstrated for applicants without the relevant qualifications.)
Synopsis of each register

Science Council Registers

- CSci: Chartered Scientist
  - 5+ Years. Management duties
- RS: Registered Scientist
  - 2+ years Years. Training
- RS: Registered Scientist
  - 1+ years Years. Supervised

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Completing your Competency Report

Updates for registrants & applicants

- The Science Council is open for applications

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What are the competencies?

Competence means you have a sufficiency of knowledge and skills that enable you to act in a wide variety of situations. Simply put, you have the skills that enable you to do all aspects of your job effectively. At the Science Council, we break that down into five areas.

A. Application of knowledge and understanding
B. Personal Responsibility
C. Interpersonal Skills
D. Professional Practice
E. Professionalism

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### Competency Report

- **5 key skill sets or competencies (A-E)**
- **3-4 Skill sub categories (16 total)**
  - 500-1000 words per category
  - 5000+ words in total
- 1-3 case studies per category: Reflective practice
- 1-3 case studies taken from the last 5 years

### Structuring your answer

1. **Your opening few lines** outline the problem or situation and talk about the specifics of what happened. Here, you would say what the problem is, or give an overview of the task you’re going to describe for the assessors.

2. **What solutions you posed**, or what you do to make your task work? You won’t be telling us just what you did, you will be telling us why you did it, and relating it back to the subject heading.

3. **Did your solution resolve/solve the issue?**
   Outputs!!
‘I’ NOT ‘WE’

‘STAR’: ‘Situation, Task, Action, Result’

In other words…

Keep your answers detailed but concise. Try not to include too much superfluous detail. In particular, keep background information providing context to personal endeavours to a minimum. Focus on latter

Draw on different experiences for different competencies,

Better to provide 1 experience in detail than multiple summaries

If you use technical acronym(s), define at least once. The Assessor(s) might not have your technical background

Matching answers against Referees

If you have changed positions in the last 5 years, make reference to both jobs in terms of mixing and matching competencies and also validate those separate skill sets by utilizing references from both positions

The Competence Report: 5 most-common mistakes

1. No recent
tenure

You have not been in a relevant position for a long time. Your last role does not reflect your current level of experience.

2. Lack of depth

Your last position may not have provided the depth of experience necessary for the role. Referees will want to see evidence of your technical background.

3. No references

You lack evidence that demonstrates your expertise in the area. If you cannot provide adequate reference material, it may cast doubt on your credentials.

4. Not defining the problem

Your reference material does not clearly define the problem you are addressing. Referees may struggle to understand the scope of your work.

5. Not addressing the outcome

Your reference material focuses on the process rather than the outcome. Referees want to see results and accomplishments.
In order to gain professional registration you will need to complete a competence report which will then be assessed by 2 assessors who are registered scientists themselves. The process to render a decision can take anything from 3 weeks to 2 months. It is rare for somebody to fail outright: Licencing bodies will work with registrants to ‘plus the holes’ in their competency answers & they can then resubmit (at no extra cost). Please note: If for example you apply for CSci and your application is deemed to not meet registration standards, you will not be awarded an RSci as a ‘consolation prize’. In short take your time to make the best application possible!
CPD versus Competency E

CPD & ‘E’ is a mixture of vocational activities that must be qualified to say how the activity has enhanced your performance.

CPD is submitted and updated every year to retain registration whereas CPD enunciated via competency E is submitted just once.

Annual CPD submissions are procured via the licenced body.

Annual CPD submissions are incur no cost but membership renewal via the LB does incur a cost annually.

CPD: Extant Categories

- **Work based** (e.g. acquiring new skills, refining existing skills, devising/delivering training programmes, writing articles/papers, reflective practice)
- **Professional activity** (e.g. involvement in a professional body, mentoring)
- **Formal / Educational** (e.g. attending conferences, obtaining qualifications)
- **Self-directed learning** (e.g. reading journals, reviewing books / articles, researching topics)
- **Other** (e.g. voluntary work, public service, non-work-related studies)

CPD: Registration Renewal

Maintaining professional recognition

Annual submission of CPD is a requirement to maintain a CPD-issued award.

Each individual can retain complete control over their professional development and adherence to the objectives and skills as a Life Science employee will qualify under the programme.

We provide all the tools required to record and evaluate professional development activities, enable data management and record the CPD online in the members’ area of our website.

Candidates progress through the scheme by building up a CPD portfolio which can be used to demonstrate professional development to others.

The five stages for CPD revalidation

**Standard S1:** A registrant must maintain a continuous, up-to-date and accurate record of their CPD activities.

**Standard S2:** A registrant must demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice.

**Standard S3:** A registrant must seek to ensure that their CPD has contributed to the quality of their practice.

**Standard S4:** A registrant must seek to ensure that their CPD benefits the users of the service (employee, customer, student etc).

**Standard S5:** A registrant must present a written profile containing evidence of their CPD upon request.
Thank you and good luck!

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