Remote Professional Registration Workshop: Competency & CPD

Part II: RSciTech & RSci

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. HND/ND applicants must have a level 5 qualification or equivalent* learning and achievement.
2. BSc applicants must have a level 5 qualification or equivalent* learning and achievement.
3. CEng 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
- **RSci** Registered Scientist
- **RSciTech** Registered Scientist (Technology

<table>
<thead>
<tr>
<th>Register</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSci</td>
<td>5+ Years. Management duties</td>
</tr>
<tr>
<td>RSci</td>
<td>2+ years Years. Training</td>
</tr>
<tr>
<td>RSciTech</td>
<td>1+ years Years. Supervised</td>
</tr>
</tbody>
</table>

www.sciencecouncil.org

Completing your Competency Report

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

www.sciencecouncil.org
A
Work independently according to an SOP
Maintain equipment

B
Plan experiments to meet lab supervisor deadlines
Follow COSHH
Devises COSHH

C
Communicate findings to supervisor
Liaise with engineers

D
Devise personal lab housekeeping rotors
Work to other standards

Balancing Skill sets:

A
Application of knowledge & understanding
- Applies knowledge in the context of case studies
- Interprets and evaluates information, concepts, and ideas

B
Personal responsibility
- Works with minimal supervision
- Manages and applies safe working practices
- Works autonomously while recognising limits
- Takes responsibility for safe working practices, contributing to their evaluation

C
Interpersonal skills
- Demonstrates effective communication, interpersonal, and behavioural skills
- Works effectively with others
- Demonstrates productive working relationships and an ability to resolve problems
- Communicates effectively with specialist and non-specialist audiences
- Mediates and develops positive working relationships

D
Professional practice
- Recognises problems and applies appropriate scientific concepts and procedures (including professional development)
- Demonstrates effective communication, interpersonal, and behavioural skills
- Maintains and enhances competence within a structured environment

E
Professionalism
- Maintains and enhances competence within a structured environment
- Demonstrates a commitment to professional development by continuing to advance knowledge and gaining experience

Registered Science Technician (RSciTech)
- Uses specialist knowledge and broader understanding
- Demonstrates judgment in the absence of complete information
- Demonstrates effective communication, interpersonal, and behavioural skills
- Works effectively with others
- Demonstrates productive working relationships and an ability to resolve problems
- Communicates effectively with specialist and non-specialist audiences
- Mediates and develops positive working relationships

Registered Scientist (RSci)
- Recognises problems and applies appropriate scientific concepts and procedures (including professional development)
- Demonstrates effective communication, interpersonal, and behavioural skills
- Maintains and enhances competence within a structured environment

Chartered Scientist (CSci)
- Demonstrates a commitment to professional development by continuing to advance knowledge and gaining experience
Competency Report

• 5 key skill sets or competencies (A-E)
• 3-4 Skill sub categories (16 total)
  • 300-500 words per category
  • 3000-5000 words in total
• 1-3 case studies per category: Reflective practice
• 1-3 case studies taken from the last 5 years

www.sciencecouncil.org

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 !!

In other words…

‘I’ NOT ‘WE’

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

Anatomy of a good answer

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.

Competencies in Real time

Working towards Registered Scientist (RSci) Handbook

Example

- Significant experience
- Expertise in specific areas
- Training and qualifications
- Professional development
- Ability to work in teams

My index:

What Happens when I Finish my report?

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: Licensing 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!
FAQ

My Job Title is "Technician": Can I become RSci or CSci?

Yes

If I Fail to attain say CSci, will I be awarded RSci?

No

I am an experienced Tech but not managerial. Can I apply for CSci?

Yes

Do I need to repeat my registration in full to renew?

No

Do I need to join a professional body before CAP?

No

Further information?

Video guiding you through competency report

Reference Materials:
- How to apply for Professional Registration (UK)
- IST Materials on Professional registration
- Cost of Professional registration

www.sciencecouncil.org

Code of professional conduct and CPD

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

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

## The Science Council standards for registrants

**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.

---

**Resources**


**Email:** registration@sciencecouncil.org
Thank you and good luck!