

A Novel Approach to Multidisciplinary Training in a Thriving Network

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Introduction

Biomedical Science trainees often complete their HCPC registration portfolios within a single specialism, limiting exposure to the wider sample journey.

Rotations across disciplines were once common and helped trainees understand the end-to-end diagnostic pathway, but these opportunities have declined.¹ As a result, trainees may lack appreciation of the interdependent roles of different pathology specialties.



Objective

To provide trainees seeking HCPC Registration as Biomedical Scientists with immersive, high-impact exposure to pathology disciplines in a single structured half-day experience, fostering awareness of the sample journey and strengthening professional and interdepartmental collaboration.

Method

Programme Design:

- A half-day interactive tour across 7 laboratories
- Short sessions lasting 30 – 60 minutes each
- These were co-designed with laboratory subject matter experts
- Use of microlearning² principles
- Kolb's Learning cycle³
- Plan Do Study Act⁴ principles applied to design and implementation

Educational Design:

- Microlearning - it is well established that short, focused sessions maximise retention.
- Kolb's Learning Cycle - was applied to this project (Fig.2)

Concrete experience: Observing common tests, roles and differences across pathology specialties including quality control procedures and result interpretation.

Reflective observation: Group discussions linking experiences to practice on the different ways shared specimens are tested and a recap of tour highlights to consolidate learning.

Abstract conceptualisation: Understanding interdepartmental connections via case studies.

Active experimentation: Applying learning to portfolio evidence via case study learning and their department's role in providing diagnoses for shared specimens.

Implementation Design:

The Plan Do Study Act principles were applied for design and implementation (Fig.3).



The image above shows Biomedical Scientists and facilitators from different specialties

Fig 2. Kolb's Learning Cycle

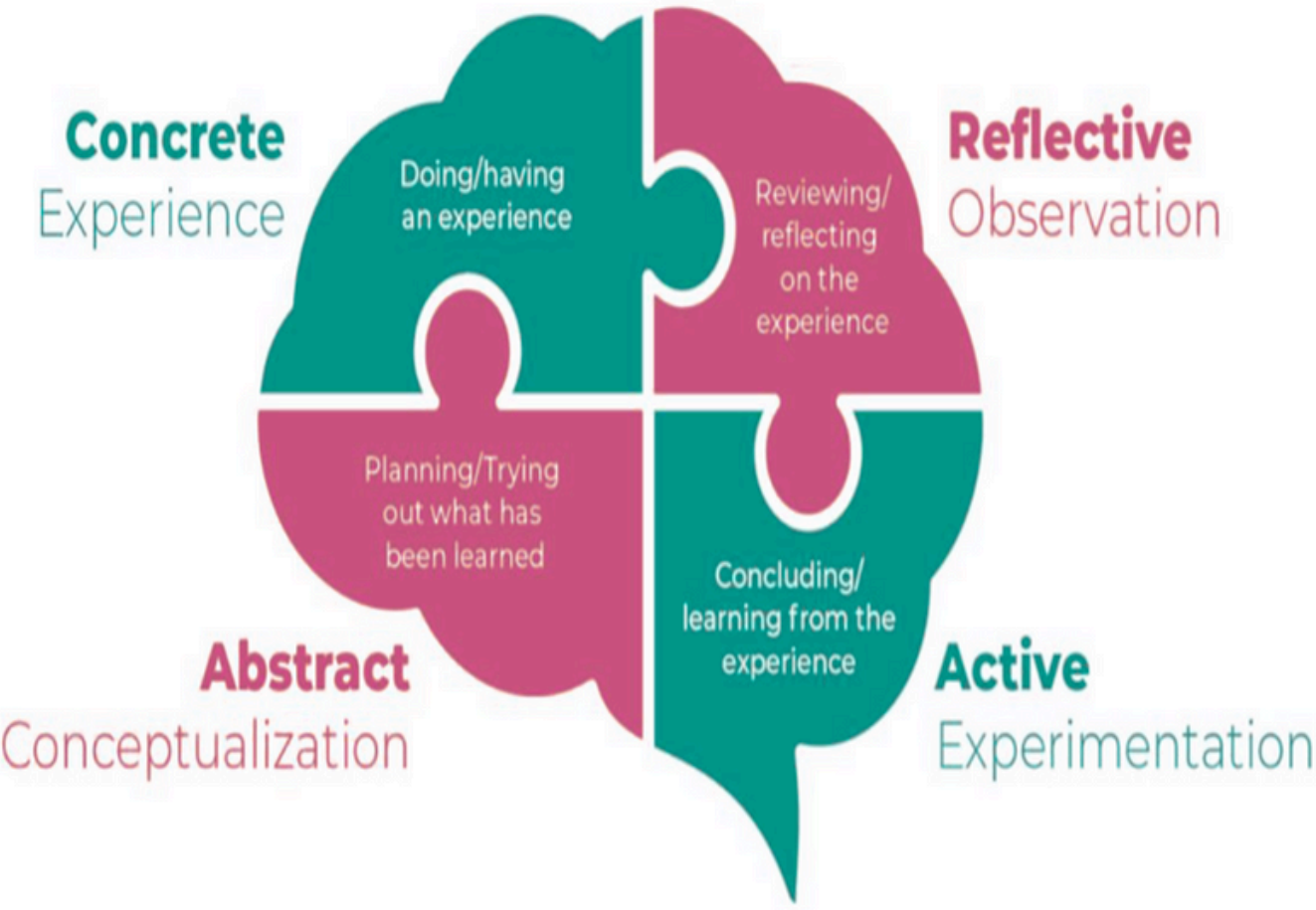


Fig 3. Plan Do Study Act

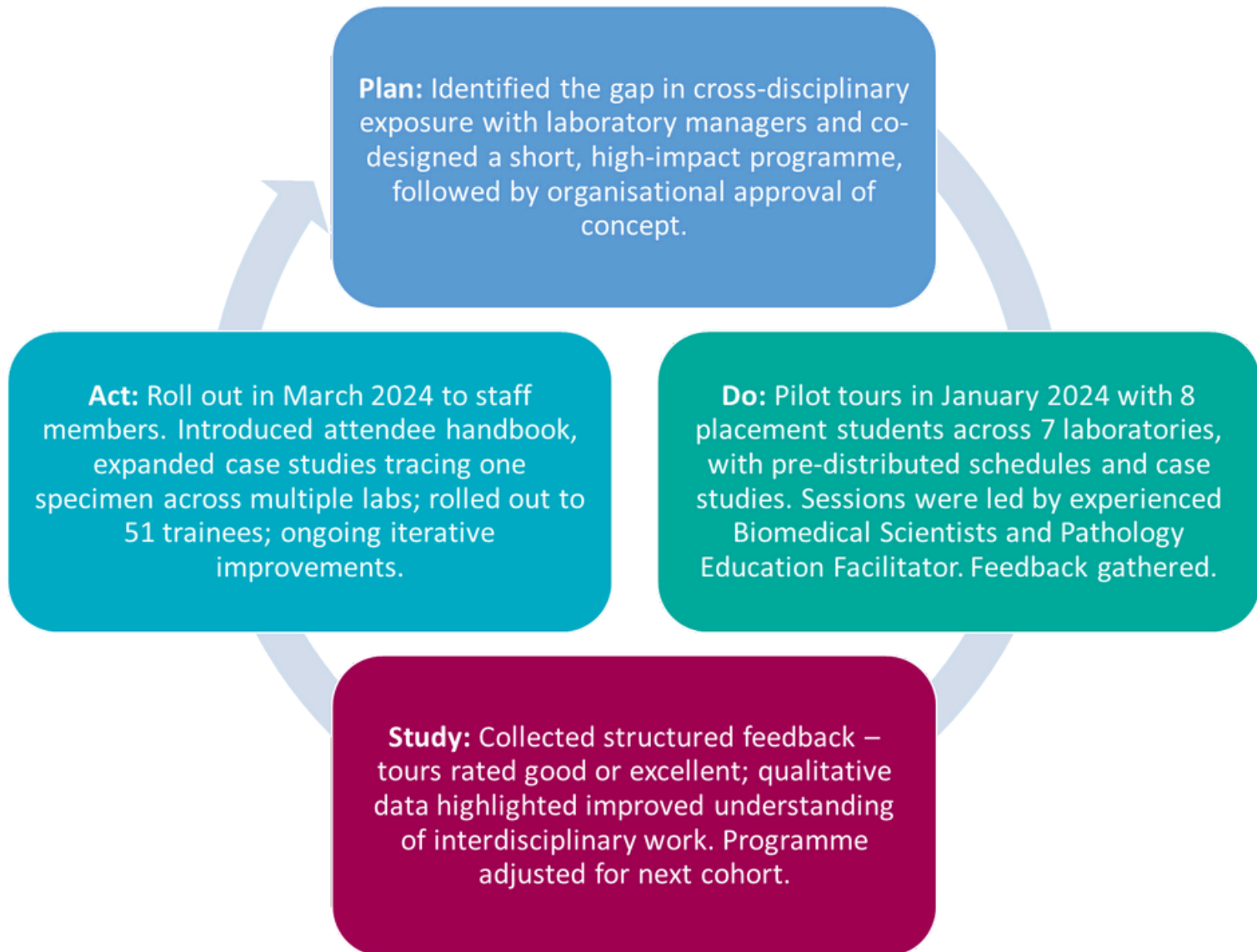
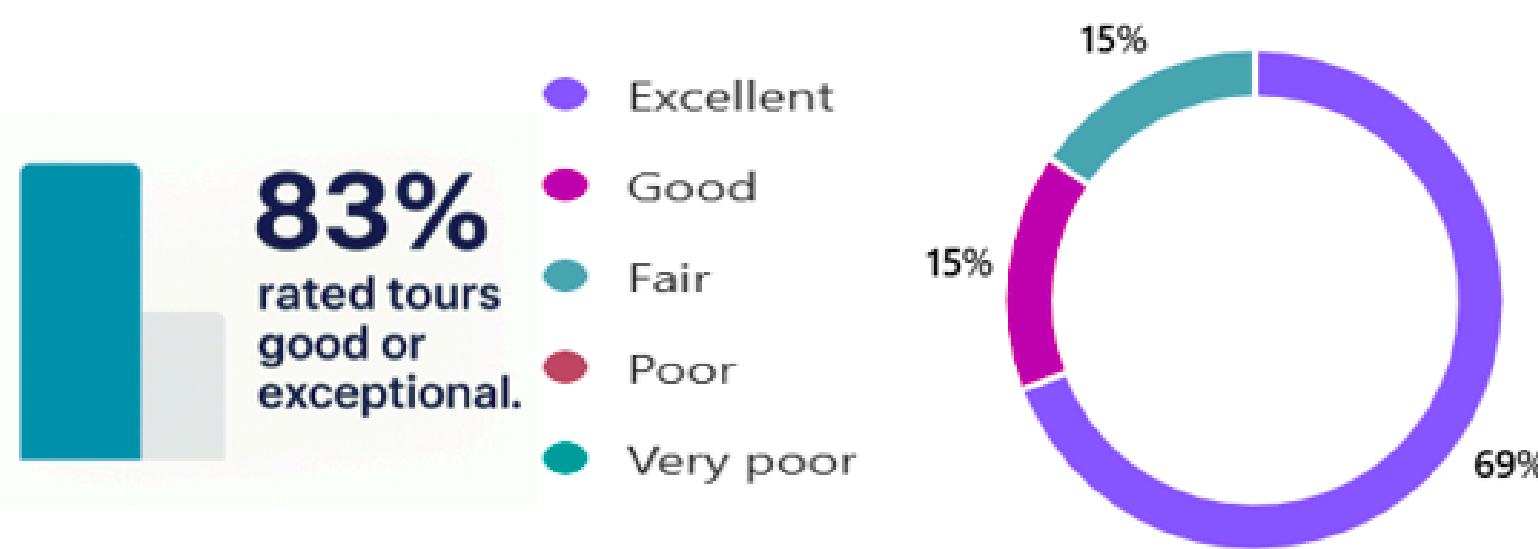


Fig 4 Feedback



Participant Feedback



Results

87 participants expressed positive responses to the programme

83% of respondents rated tours exceptional or good (Fig. 4).

Feedback: Evaluation of feedback has been instrumental in refining this programme

Feedback From Trainees

- Increased understanding of pathology's interdisciplinary nature
- Programme's application in the registration portfolio
- Attendees particularly enjoyed the interactive elements and engagement from speakers

Feedback From Speakers

- Each speaker receives feedback to support their continuous professional development

Conclusion

Postive benefits of the laboratory tours individual

- Registration portfolio candidates can confidently prepare for the verification process
- Demonstrated how a shared sense of purpose can arise from such sessions
- Opportunity for networking and sharing improvement ideas
- Many participants were interested in specialising in a different discipline from the one they initially trained in as a result of these tours.

Postive benefits of the laboratory tours organisational

- While operating in a large network can make delivering multidisciplinary training challenging, this initiative has demonstrated the possibilities that arise due to good collaboration, remaining patient-focused and caring for trainees and staff's professional development.
- Due to the success of this programme, we were able to provide an opportunity for corporate staff to attend these tours. This identified how it can be expanded to improve services.
- Studies have shown that promoting interprofessional collaboration early (via education and training) helps establish behaviours and promote relationships. This reduces siloed working, promotes teamworking, better communication and a reduction in errors.⁵

Impact beyond trainees

- Restored benefits of multidisciplinary rotations in a modern, time-efficient format
- Strengthened communities of practice across laboratories
- Enabled transformative learning with some trainees reconsidering specialty choice
- Facilitators gained CPD experience
- The programme has attracted Interest from Higher Education Institutions including universities and other hospital departments increasing pathology's visibility.

The Multidisciplinary Laboratory Tours have become a cornerstone of training at NWLP delivering:

- Enhanced learning:** immersive, bitesize exposure across multiple disciplines
- Stronger collaboration:** networking and knowledge sharing
- Improved outcomes:** confident, well-rounded Biomedical Scientists ready for HCPC registration

This programme demonstrates how educational theory, structured quality improvement (PDSA) and multi-disciplinary collaboration can be embedded in training to strengthen professional development and patient care.

Scan the QR code to view our one year anniversary for Multi-disciplinary Laboratory Tours at NWLP



References

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