

Resilience in Science

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Professional development Committee & Champion

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Resilience

“The capacity to recover quickly from difficulties; toughness”

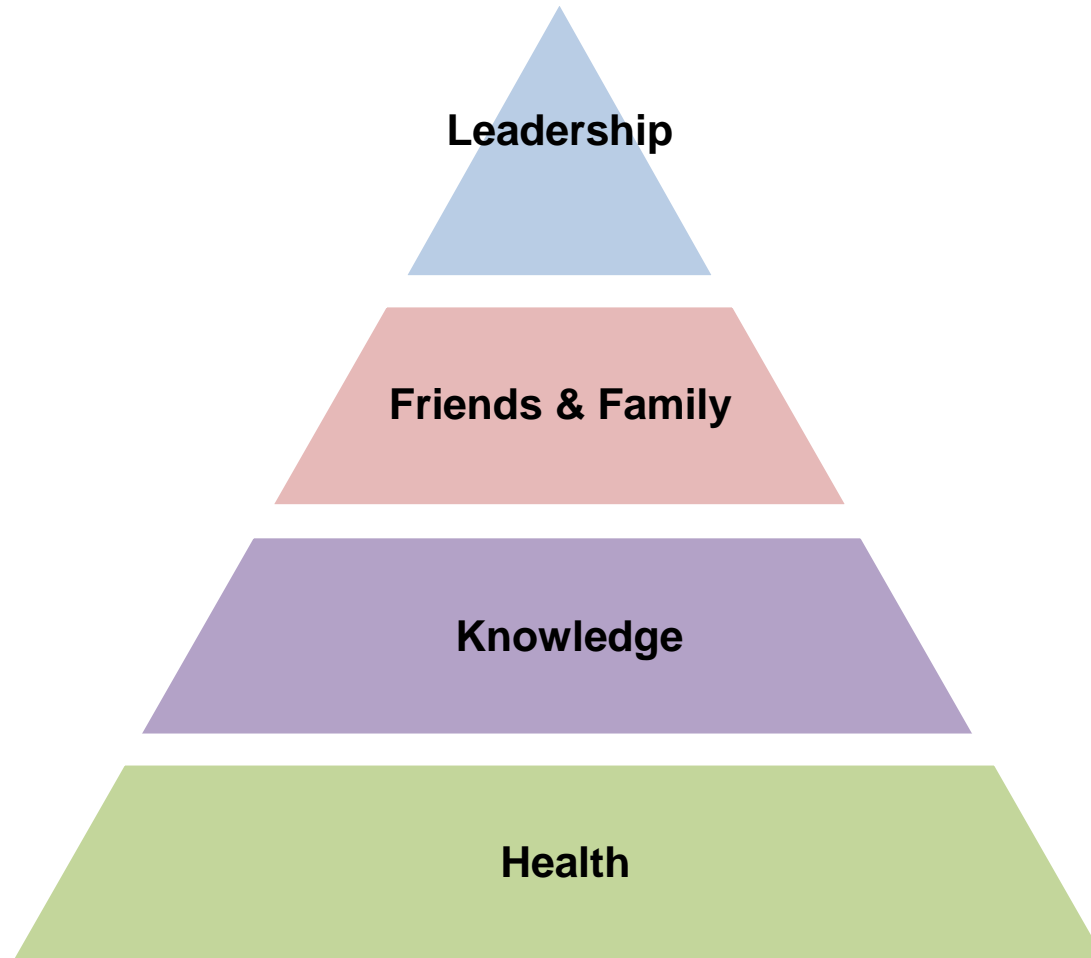
- ability to adjust
- flexibility

- **Do we need to be resilient?**
 - strong knowledge
 - continuous professional assessments (judgement)
 - continuous professional development

- **It's just a job?!**
 - academic output
 - responsibility to improve science
 - It's a career!

We are responsible for advancing our own careers!

How do I build the resilience?



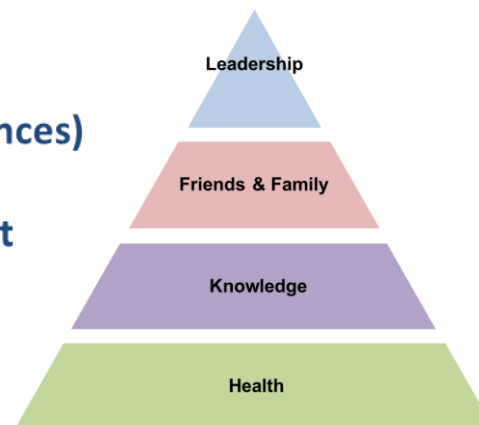
NHS Scientist Training Programme

CHALLENGES

- **Routine diagnostic work**
 - No undergraduate knowledge of microbiology
 - No experience working in the NHS
 - Successful trainees had completed BMS training
- **Work-based training portfolio**
 - 11 rotations (10 essays each)
 - Directly Observed Practical
 - Multi-Source Feedback
 - Observed Clinical Events
 - Case-Based Discussions
- **MSc in Clinical Science (Infection Sciences)**
- **Observed Structured Final Assessment (OSFA)**
 - Mock exam Feb of final year
 - Final exam June/July of final year

ACTIONS TAKEN

- **Identify knowledge gaps**
 - Arrange for rotations in other labs
 - Named Clinical Supervisor
 - Weekly multidisciplinary team meetings
 - Attend relevant scientific training courses/ meetings
 - Weekly microbiology ward rounds
- **Focus on strengths**
 - Evaluation of several novel molecular diagnostic tests
- **At home**
 - IKEA desk and a good chair
 - Volunteering and studying
 - Revision buddies
 - Yoga



Successful completion
Clinical Scientist in Research

Introducing a novel molecular assay into the laboratory

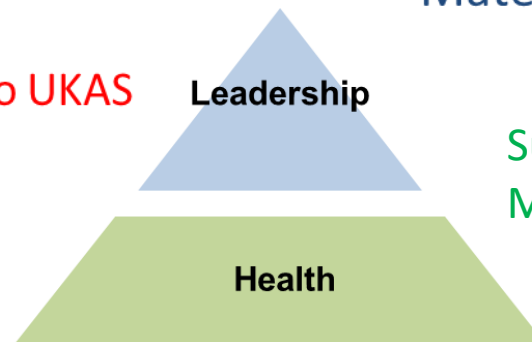
CHALLENGES

- Quality assurance of the assay
- Verification and validation
- Procurement
- Documentation (SOPs, RAs, COSHH)
- Staff education and training
- Streamlining workflow
- Project students

ACTIONS TAKEN

- Sick leave/time off
- Arrange for cover
- Adjust working hours
- Extensive and detailed to do list
- Prioritisation of work
- Delegate without affecting quality of work
- Train, train and train!
- Maternity cover

6 weeks pregnant, 6 months to UKAS inspection



Submission for UKAS accreditation
Maternity leave!

Returning to work

CHALLENGES

- 9 months vs. 12 months
- Keeping in touch days
- Childcare
- Breastfeeding
- Full time employment
- Professional potential vs. raising a family

Other parents
Role models
Self-help books
Other professions

Leadership

Friends & Family

Health



Thank you
&
Good luck!