

IMPLEMENTATION OF A BURSARY SCHEME FOR THE BHSc QUALIFICATION

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INTRODUCTION / OVERVIEW

- Discontinued NDBMT (National Diploma Biomedical Technology)
- 2010 CPUT (Cape Peninsula University of Technology) introduced BHSc MLT (Bachelor Higher Science Medical Laboratory Technology degree)
- Degree is 4 year qualification consisting of:
 - 30 months academic studies
 - 18 months in-service training (6 months WIL - work integrated learning and 12 months internship)
- No Board exam, instead FSA (final summative assessment) in November of 4th year
- Graduates register with HPCSA (Health Professional Council of South Africa) as MLS (Medical laboratory scientist)

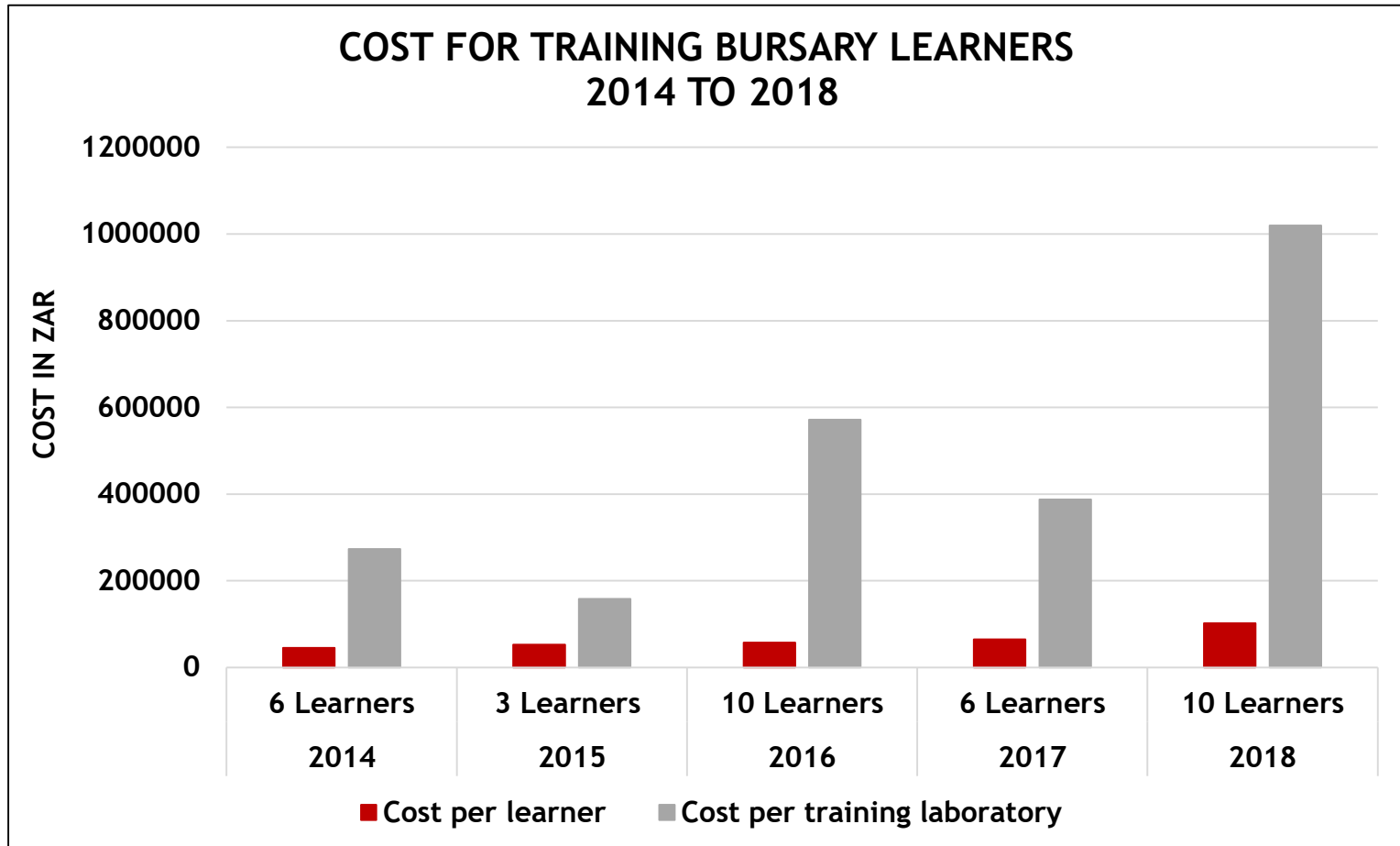
ACCESS TO LABORATORY STAFF

- Staff shortages due to generation gap and staff turnover - WCBS need to replace at least 10 laboratory staff/annum
- Immunohaematology not a popular choice of discipline - most learners want to graduate in clinical pathology
- Learners feel that qualifying in clinical pathology gives them more labs to choose from when they enter the job market (e.g. NHLS & private pathologists as opposed to being restricted to working for one of the 2 blood services)
- Learners also indicate when being interviewed that other disciplines are less intimidating as their work is checked by a pathologist

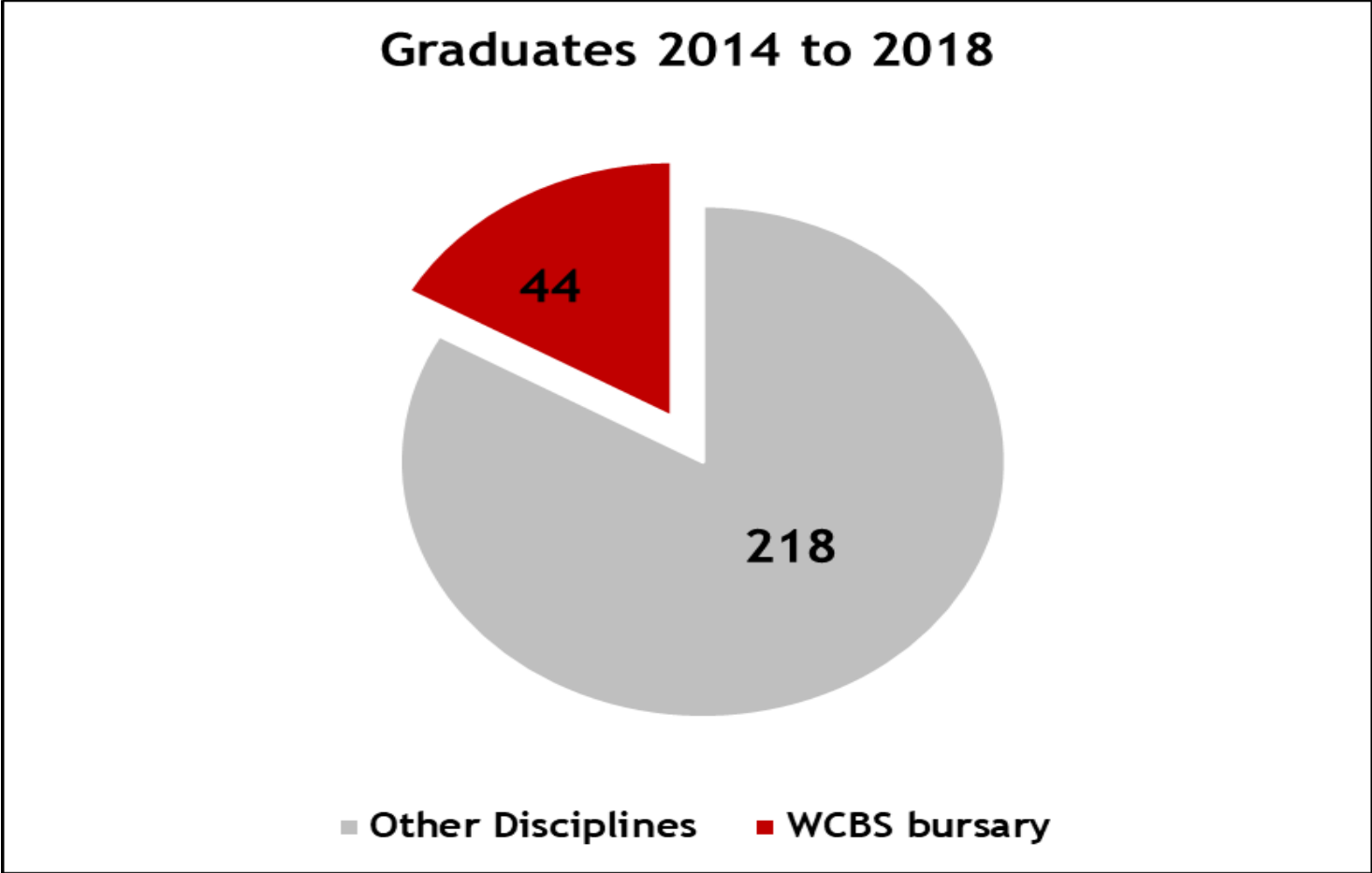
INTERNSHIP TRAINING

- 3 months in Training Lab which covers practical and theory curriculum
- Continuous evaluation of practical work
- 6 theory tests - minimum pass mark 70%
- Presentation on choice of Immunohaematology related topic
- Final theory & practical assessment (provided they have an average of 70% for theoretical tests)
- Rotational roster for remainder of internship
- Portfolio of Evidence to be completed

INTERNSHIP TRAINING cont.



INTERNSHIP TRAINING cont.



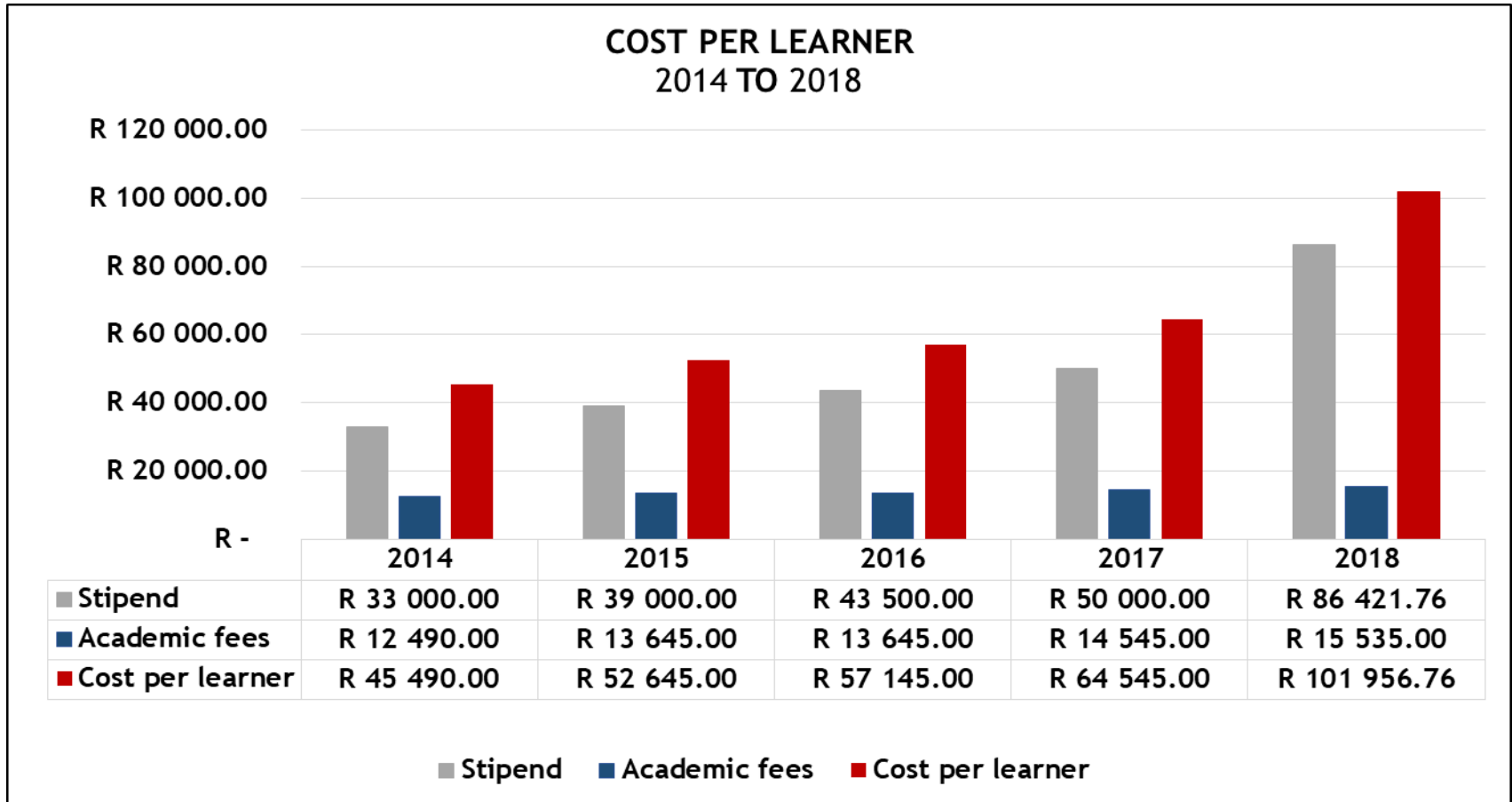
BURSARY SCHEME

- Bursary offered for internship (4th year):
 - 4th year academic fees
 - * Stipend for travelling
 - * Exam fee for FSA
- Internship starts 1st December till 31st December (13 months) as part of 18 month clinical practice requirement of HPCSA
- Registered as trainee technologists during internship - no trainee MLS register as yet

CONDITIONS OF BURSARY

- Completion of Portfolio of Evidence - completed during rotational period through various laboratories. Assessed on time keeping, team work, attendance, attitude as well as portion of curriculum relevant to particular laboratory.
- Learner needs to pass FSA
- Appointed as staff member from 1st January of following year
- Need to remain employed at WCBS for 2 years
- If they leave within 2 years, repay amount spent on internship at a pro rata amount
- Failure of FSA and re-write, liable for full amount

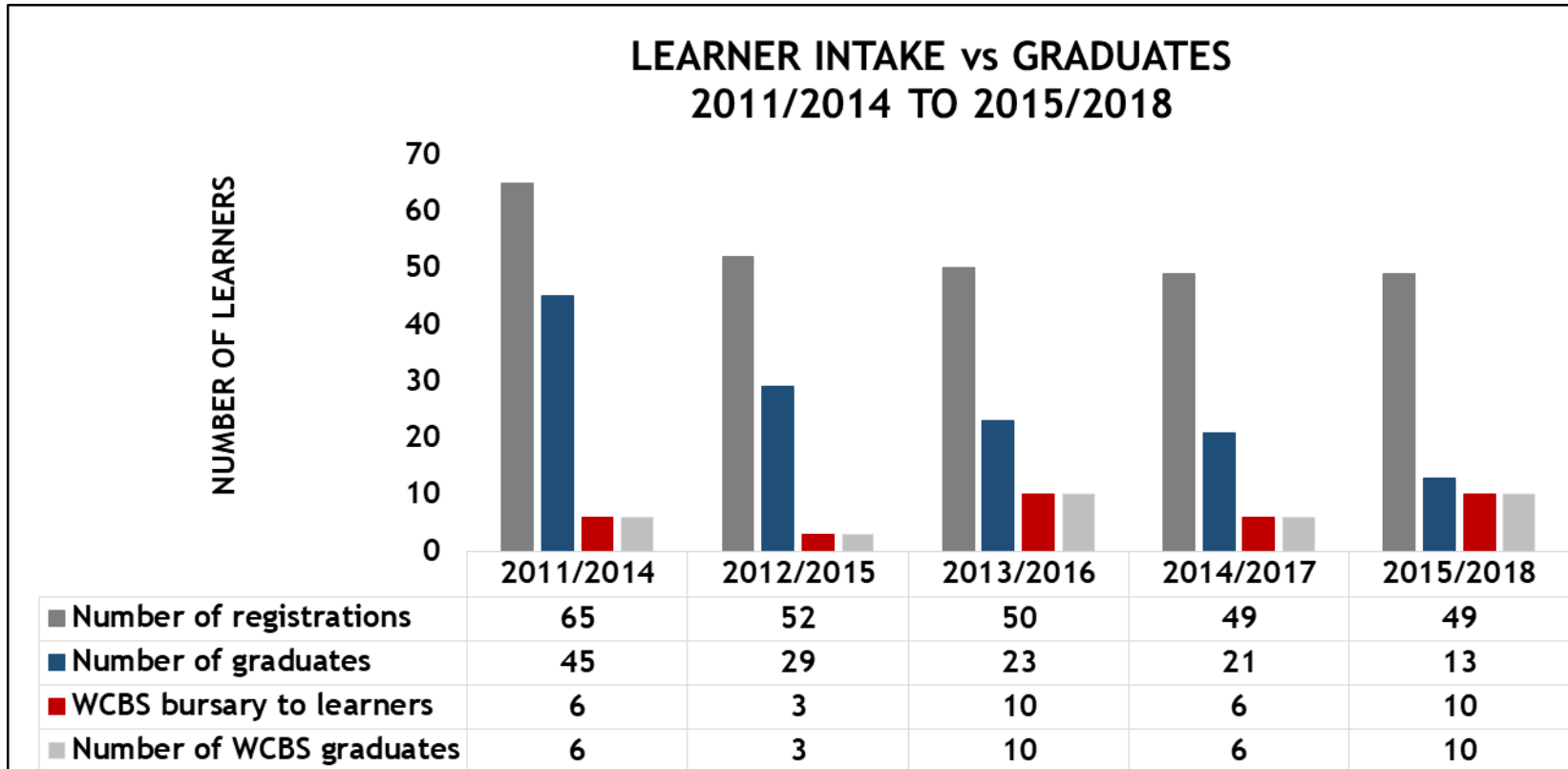
BURSARY SCHEME



RETURNS ON BURSARY

- 2014: 6 learners - 100% pass with 3 distinctions
- 2015: 3 learners - 100% pass rate
- 2016: 10 learners - 100% pass with 2 distinctions
- 2017: 6 learners - 100% pass with 1 distinction
- 2018: 10 learners - 100% pass with 1 distinction
- 2019: 9 learners (still to complete PoE & write FSA)

DISCUSSION / CONCLUSION



DISCUSSION / CONCLUSION

- 45 learners received the bursary of which 36 have qualified
- 100% pass rate which includes 7 distinctions for Immunohaematology and 1 candidate who received a Cum Laude for the qualification
- Attrition rate - 3 have left WCBS:
 - One has since returned to WCBS
 - One is working for SANBS
 - One has left the profession



Thank you

Questions