QUALIFICATIONS AND TRAINING FOR
NON-MEDICAL LABORATORY STAFF IN THE
UK CERVICAL SCREENING PROGRAMMES

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PREFACE

This guidance has been prepared for the NHS Cervical Screening Programme (NHSCSP) by the National Cervical Cytology Education and Training Committee (NCCETC) on behalf of the British Society for Clinical Cytology (BSCC), the Institute of Biomedical Science (IBMS), the National Association of Cytologists (NAC) and the Royal College of Pathologists (RCPath).

It is intended to assist in the design and delivery of training in cervical cytology for the NHSCSP, the Scottish Cervical Screening Programme, Cervical Screening Wales, and the cervical screening programme in Northern Ireland and to ensure that staff working in the NHSCSP and the other screening programmes in the UK have access to training of a high standard that is delivered by appropriately qualified staff within a specialist training environment.
SCREENING DEFINITIONS

The following definitions are used throughout this guidance:

**Full screen**
A systematic examination of the entire cervical smear, using a minimum ×100 magnification and overlapping sweeps.

**Primary screening**
An initial full screen of the cervical smear.

**Double screening**
The process of carrying out two full screens, the second full screen of the cervical smear being required by laboratory protocols because the primary screen was assessed initially as either negative or inadequate. In addition, a second screening is always required if the primary screening was carried out by a member of staff in training or under supervision.

**Checking**
A second full screen of a cervical smear by a checker, where the primary screening result was abnormal or indeterminate. The checker must either report the smear as negative or inadequate, or refer it for a medical opinion.

**Rapid review**
A re-examination of all cervical smears identified as negative or inadequate at primary screening, as part of the quality control process. In rapid review, smears are not fully screened. Consequently, these slides should not be included in the calculation of screening activity.
Qualifications and Training for Non-medical Laboratory Staff

1. JOB PROFILES

1.1 Introduction

The job profiles described below relate specifically to the NHSCSP and other cervical screening programmes in the UK. They provide a means of standardising laboratory practice and a framework on which managers can model their cervical screening services. Many staff, particularly biomedical scientists (BMSs), have additional duties in other areas of the laboratory service. It should be noted that any BMS who is employed in the NHS must be state registered. The requirements for state registration are set by the Council for Professions Supplementary to Medicine (CPSM).¹

1.2 Trainee cytology screener

1.2.1 Role

The trainee cytology screener is an individual who is employed to be trained in the primary screening of cervical smears. No trainee should be employed on less than a 0.5 whole-time equivalent (WTE) contract.²,³ All smears screened by a trainee must be double screened by a qualified member of staff, and all other aspects of their work must be closely supervised. It is the responsibility of qualified staff to sign out smear reports. Trainees must not under any circumstances sign out or authorise any smear reports. Double screening, checking or rapid review must only be performed by qualified staff. A trainee can only progress to the cytology screener grade after successful completion of the training programme recommended by the NHSCSP.³

1.2.2 Additional duties

Additional duties may be undertaken by trainee cytology screeners. These duties vary depending on individual laboratory practice and may include:

- receipt of specimens
- laboratory preparation of cervical smears (slide staining, mounting and coverslipping)
- data entry (entering patient details).

1.2.3 Entry requirements

The minimum requirements for training as a cytology screener are four GCSEs or equivalent or other suitable experience.

1.2.4 Selection

Selection is by interview in accordance with local hospital protocols.

1.2.5 Training programme

The NHSCSP requirements for training in cervical cytopathology are set out in the Cervical Cytopathology Training Log.¹ The training period is a minimum of 2 years regardless of whether the trainee is employed full-time or part-time. To satisfy the NHSCSP training requirements, the trainee cytology screener must:

- attend an introductory course in cervical cytology approved by the NHSCSP
- complete the NHSCSP Cervical Cytopathology Training Log
- screen at least 2000 smears during the first year of training
- screen at least 3000 smears during the second year of training
- obtain the NHSCSP Certificate in Cervical Cytology at the end of the training period
- comply with all other guidance issued by the NHSCSP.
1.3 Cytology screener

1.3.1 Role

The cytology screener is a trained individual who is employed to undertake the primary screening, double screening and rapid review of cervical smears. A cytology screener may sign out and report negative or inadequate smears which have undergone primary screening and rapid review. All other smears must be passed to a checker and/or a pathologist for further assessment and reporting.

1.3.2 Additional duties

Additional duties may be undertaken by cytology screeners. These duties vary depending on individual laboratory practice and may include:

- receipt of specimens
- laboratory preparation of cervical smears (slide staining, mounting and cover slipping)
- data entry (entering patient details and results for negative and inadequate smears).

1.3.3 Qualifications

The qualifications required by the NHSCSP to work as a cytology screener are:

- completion of the training programme for trainee cytology screeners
- the NHSCSP Certificate in Cervical Cytology.

1.3.4 Continuing education and development

Cytology screeners must demonstrate continuing competence in cervical screening by fulfilling the following requirements:

- conducting a primary screen or double screen of at least 3000 smears per annum and not more than 7500 smears per annum\(^4\)
- participating in external quality assessment (EQA) including proficiency testing\(^4\)
- undertaking a formal update course every 3 years\(^4\)
- participating in in-house training and continuing education\(^5,5\)
- if returning to cervical cytology after an absence exceeding 3 months, undertaking a formal, documented in-house assessment programme; if the absence exceeds 6 months, attendance at an external update course may be required\(^5\)
- keeping up to date with NHSCSP documents, health and safety requirements and relevant scientific literature.

1.4 Trainee biomedical scientist

1.4.1 Role

A trainee BMS in cervical cytology is an individual who is employed to be trained in the primary screening of cervical smears. No trainee should be employed on less than a 0.5 WTE contract.\(^4\) All smears assessed by the trainee must be double screened by a qualified member of staff. All other aspects of the trainee’s work must be closely supervised. It is the responsibility of qualified staff to sign out reports. Trainee BMSs are permitted to sign out smears which they assess as negative or inadequate only after they have passed the examination for the Certificate in Cervical Cytology. Double screening, checking or rapid review must be performed only by qualified staff.

1.4.2 Additional duties

Additional duties undertaken by trainee BMSs vary and may include responsibilities in other areas of work within the laboratory.
Qualifications and Training for Non-medical Laboratory Staff

1.4.3 Entry requirements
The minimum entry requirements are ‘A’ levels or equivalent to allow entry to a CPSM-approved degree course or a CPSM-approved degree.

1.4.4 Selection
Selection is by interview in accordance with local hospital protocols.

1.4.5 Training programme
The training programme must incorporate all the cytopathology gynaecological modules of the CPSM logbook. The training period leading to a CPSM-approved degree and subsequent state registration is up to 4 years, depending on entry qualifications and experience. In addition, to satisfy the NHSCSP training requirements for specialist skills in cervical cytology, the trainee BMS should:

- attend an introductory course in cervical cytopathology approved by the NHSCSP
- complete the NHSCSP Cervical Cytopathology Training Log
- obtain the Certificate in Cervical Cytology.

The trainee BMS may enter the examination for the Certificate before the 2-year period recommended for cytology screeners but must have screened a minimum of 5000 smears during a minimum period of 18 months.

1.5 Biomedical scientist grade 1 (BMS 1)

1.5.1 Role
In the cervical screening programme, a BMS 1 participates in the primary screening, double screening and rapid review of cervical smears and may sign out smears that he or she assesses as negative or inadequate. All other smears are passed to the checker and/or pathologist for further assessment and reporting. In order to work in the NHSCSP or other cervical screening programmes in the UK, a BMS 1 should have attended an introductory course in cervical cytopathology and is expected to have the Certificate in Cervical Cytology. State-registered staff transferring to cytology from another biomedical science discipline must undertake full training in all of the gynaecological modules of the CPSM logbook and achieve the NHSCSP standards of performance. Staff who have become state registered by completion of the CPSM logbook must have completed all of the gynaecological modules.

1.5.2 Additional duties
Additional duties vary according to individual laboratory practice and may include responsibilities in other areas of work within the laboratory.

1.5.3 Qualifications
A CPSM-approved degree is required.

1.5.4 Continuing education and development
Grade 1 BMSs must demonstrate continuing competence in cervical cytopathology by fulfilling the following requirements:

- conducting a primary screen or double screen of at least 3000 smears per annum with the capacity to screen up to 7500 smears per annum
- participating in external quality assessment (EQA) including proficiency testing
- undertaking a formal update course every 3 years
- participating in in-house training and continuing education
- if returning to cervical cytology after an absence exceeding 3 months,
undertaking a formal, documented in-house assessment programme; if the absence exceeds 6 months, attendance at an external update course may be required.

- keeping up to date with NHSCSP documents, health and safety requirements and relevant scientific literature
- participating in a recognised continuing education scheme including attendance at national/regional scientific meetings.

1.6 Checker

1.6.1 Role

The checker is a trained and experienced individual (usually graded BMS 2 or above) who participates in the primary screening, double screening, rapid review and checking of cervical smears. In order to work in the NHSCSP or other cervical screening programmes in the UK, a checker is expected to have the Certificate in Cervical Cytology and to demonstrate continuing competence in cervical cytology by primary or double screening at least 750 cervical smears per annum.

1.6.2 Additional duties

Additional duties vary according to individual laboratory practice and the grade on which staff are employed. Staff employed on BMS 2 and above may be involved in the supervision and training of staff, and wider managerial functions. These may include:

- liaison with primary screening staff
- liaison with primary care staff
- supervision of laboratory preparation of slides
- supervision of trainees in conjunction with the departmental training officer
- authorisation of negative and inadequate smear reports
- checking and amending patient management recommendations for negative and inadequate smear reports according to agreed local laboratory protocols.

1.6.3 Continuing education and development

A checker must demonstrate continuing competence in cervical cytopathology by fulfilling the following requirements:

- conducting a primary or double screen of at least 750 cervical smears per annum
- participating in EQA, including proficiency testing
- undertaking a formal update course every 3 years
- participating in in-house training and continuing education
- if returning to cervical cytology after an absence exceeding 3 months, undertaking a formal, documented in-house assessment programme; if the absence exceeds 6 months, attendance at an external update course may be required
- keeping up to date with NHSCSP documents, health and safety requirements and relevant scientific literature
- participating in a recognised continuing education scheme including attendance at national/regional scientific meetings.

1.7 Scientific head

1.7.1 Role

The scientific head of cervical cytology is a trained and qualified individual who is employed to manage and coordinate the scientific and...
technical aspects of the service. The range of responsibilities of the scientific head will vary according to the staffing structure of the individual department.

### 1.7.2 Duties within the NHSCSP

Duties within the NHSCSP may include:

- development and coordination of laboratory policies for quality control and quality assurance
- establishment and maintenance of a training and continuing education programme for laboratory staff in collaboration with the consultant pathologist
- organisation of the departmental data production related to the cervical screening programme
- formulation and regular updating of Standard Operating Procedures for cervical screening in collaboration with consultant staff
- screening and authorisation of negative and inadequate reports
- checking and amending primary screeners’ recommendations for negative and inadequate reports according to agreed laboratory protocols
- implementation of the departmental failsafe policy in accordance with national guidelines.

### 1.7.3 Continuing education and development

If continuing to undertake microscopic examination of cervical smears, a scientific head must demonstrate continuing competence in cervical cytology by fulfilling the following requirements:

- conducting a primary screen or double screen of at least 750 cervical smears per annum
- participating in EQA, including proficiency testing
- undertaking a formal update course every 3 years
- participating in in-house training and continuing education
- if returning to cervical cytology after an absence exceeding 3 months, undertaking a formal, documented in-house assessment programme; if the absence exceeds 6 months, attendance at an external update course may be required
- keeping up to date with NHSCSP documents, health and safety requirements and relevant scientific literature
- participating in a recognised continuing education scheme including attendance at national/regional scientific meetings.

**Note.** In a small number of laboratories, individuals are employed on the clinical scientist grade. Current NHSCSP guidance is that only medically qualified staff are permitted to sign out abnormal smear reports.
2. TRAINING SCHOOLS

2.1 NHSCSP training requirements

Requirements for training in cervical cytology for cervical screening programmes in the UK are set out in the *Cervical Cytopathology Training Log.* The training programme comprises attendance at a cytology training school approved by the NHSCSP and laboratory-based training supervised by the local departmental training officer. The national coordination team of the NHSCSP, on behalf of the four professional bodies (BSCC, IBMS, NAC, RCPath), will maintain a list of training schools that are approved to deliver training courses in cervical cytology for the NHSCSP and other cervical screening programmes in the UK.

2.2 Criteria for approval

In order to meet the NHSCSP criteria for approval, a training school must:

- be associated with a cytology laboratory that is accredited by Clinical Pathology Accreditation (UK) Ltd (CPA), and which complies with current NHSCSP guidelines and satisfies NHSCSP performance indicators\(^8,9\)
- have a substantial input by medical and non-medical staff as lecturers and tutors on cytology courses, as recommended by the BSCC/IMLS (now IBMS) joint working party\(^10\)
- have access to appropriate teaching facilities in a dedicated environment throughout the duration of cytology courses
- work closely with departmental training officers to ensure that the formal training is complemented by in-house training
- have links with the regional quality assurance team (or its equivalent) to ensure that the training provided meets the needs of the local cervical screening programme.

2.3 Staff qualifications

The medical head (director) of the training school must be a consultant cytopathologist or consultant histopathologist with a special interest in cytopathology. The scientific head (manager) of the training school must be graded at least BMS 3, be a practising Fellow of the IBMS and must hold the NHSCSP Certificate in Cervical Cytology or the BSCC/IBMS Certificate of Competence in Cytology Screening.

2.4 Staff competence

Staff providing training must demonstrate their continuing competence in cervical cytology by participating in continuing education schemes and in an EQA scheme including proficiency testing. They must understand the requirements of the NHSCSP training programme and must be able to:

- assess the knowledge, understanding and skills of students
- provide teaching at a level appropriate to the knowledge, understanding and skills of students
- demonstrate screening and interpretive skills, and supervise practical sessions
- provide constructive feedback to students that is appropriate to their level of confidence
• provide assessment reports to departmental training officers and be available to discuss these
• maintain records of student assessment and progress
• where necessary, arrange additional teaching, practical and assessment sessions.

2.5 Training portfolio

As a minimum, training schools must deliver the following courses:

• the introductory course in cervical cytopathology
• the follow-up course in cervical cytopathology
• the pre-certificate course in cervical cytopathology
• update courses.

Details of these courses are given in Chapter 3.

2.6 Staffing levels

The level of supervision for practical sessions should be appropriate for the number of students. On the introductory course, the tutor to student ratio is expected to be around 1 to 6 and not greater than 1 to 8 in order to provide the supervision necessary for practical sessions.

2.7 Teaching methods

Teaching methods should include:

• formal lectures
• written handouts
• group discussions and seminars
• practical sessions using multiheaded microscopes under supervision
• morphology tutorials
• individual self-teaching using multimedia teaching packages
• regular assessment of student progress and feedback to individual students.

There must be a structured content and work schemes for each course. Copies of the course content, work schemes and handouts must be available to local departmental training officers to allow in-house training to complement the training courses. The teaching methods and materials should be reviewed annually by the training school, and records kept of the review.

2.8 Training equipment

Training schools must comply with the Minimum Working Standards for Personnel Engaged in the Preparation, Scanning and Reporting of Cervical Screening Slides. The training equipment provided should include:

• individual binocular microscopes with ×4, ×10, ×25 (or similar intermediate power) and ×40 objectives
• multiheaded (a minimum of five heads) microscope(s) with ×4, ×10, ×25 (or similar intermediate power) and ×40 objectives.

Audiovisual aids should include:

• a slide projector
• video and monitor
• overhead projector
• facilities for using multimedia teaching packages.

The equipment must be available for the duration of all courses.

2.9 Slides for teaching and testing

Training schools are expected to provide each student on the introductory course with sufficient slides for teaching and testing purposes. These slides are described in the *Cytopathology Training Log*. The slides should be of appropriate quality in terms of staining as defined by any national technical EQA scheme. The histology for all high-grade dyskaryotic smears in test sets must be available to validate the test slides. The slides should be reviewed by the training school at least annually, and a record should be kept of slides selected from and returned to laboratory archives.

2.10 Textbooks and journals

Copies of the textbooks and journals on the current recommended reading list for the NHSCSP Certificate in Cervical Cytology must be available in the training school for reference by students.

2.11 Annual report

Training schools are expected to report annually on their activities to inform health authorities, the laboratories for which they provide training, and the national coordination team of the NHSCSP or its equivalent in Northern Ireland, Scotland and Wales.

2.12 Departmental training officers

Training schools must liaise with departmental training officers in cytology laboratories to enable students to satisfy the NHSCSP training requirements. The role of the training officer is to support in-house training and to supervise the progress of the trainee throughout the training period. Training officers are expected to be senior members of staff who hold the NHSCSP Certificate in Cervical Cytology and have at least 5 years’ experience in cervical cytology. Laboratories are expected to recognise the resource implications of the training role.
3. TRAINING COURSES

3.1 Introductory course in cervical cytopathology

3.1.1 Objectives

The objective of the introductory course in cervical cytopathology is to provide students with theoretical and practical instruction in cervical cytology. The course is designed to prepare students to take the examination for the NHSCSP Certificate in Cervical Cytology, and is part of the formal structured programme of training described in the NHSCSP Cervical Cytopathology Training Log.\(^3\)

3.1.2 Preparation

Trainees should commence the course during the first 6 months of their employment. A preliminary period of at least 6 weeks’ work in a cytology laboratory is recommended for students to obtain the maximum benefit from the course. During this time, the trainees should be taught how to use a microscope to visualise cells for interpretation.

3.1.3 Course organisation

The introductory course should be a minimum of 4 weeks’ duration (120 hours). The course need not be continuous, but should normally be delivered within a 6-week period.

3.1.4 Course content

The NHSCSP Cervical Cytopathology Training Log describes the training programme for trainee cytology screeners. The syllabus for the introductory course should be based on the syllabus for the Certificate in Cervical Cytology, which is derived from the Training Log.

3.1.5 Teaching methods

The course should combine lectures or seminars with practical microscopy. Students must receive some practical and theoretical tuition from consultant medical staff. Consultant medical staff must teach at least the histopathology and gynaecological investigation and treatment sections of the course.

3.1.6 Microscopy time

Approximately 80 hours of the whole course should be spent on microscopy. About 20 hours must be at a multiheaded teaching microscope under the supervision of an experienced cytologist in order to assess the ability of the student to identify features on the slide. The proportion of microscopy time will increase as the course progresses.

3.1.7 Student assessment

A structured assessment system must be used throughout the course to test the knowledge, understanding and skills of the student as the course progresses. The assessment should consist of written, screening and interpretive tests. Students should be assessed at the end of each week of the course and the results must be discussed with them individually. Each student must be given a formal assessment report at the end of the course. A copy of this report must be sent to the medical and scientific heads of the cytology department where the trainee is employed and to the departmental training officer. (A sample assessment form can be found in Appendix 1.)

3.1.8 Training log

The training school must indicate in the trainee’s copy of the Cervical Cytopathology Training Log the sections which have been covered on the introductory course. When the student returns to the cytology department, the departmental training officer must continue to assess
the performance of the trainee and sign off in the Log when the trainee is able to satisfy the requirements of each section.

3.1.9 Course review

There should be a formal review of the course programme and outcomes at the end of each course. As part of the process, students should be asked to complete an evaluation form (sample in Appendix 2). The staff who have taught on the course should review these, together with the student progress and assessment records.

3.2 Follow-up course

3.2.1 Objective

The introductory course must be supported by a follow-up course. The objective of the follow-up course is to revise the topics taught on the introductory course, consolidate skills, identify problem areas and provide additional remedial teaching.

3.2.2 Course organisation

The follow-up course should take place 6–12 months after the introductory course. The course should comprise 5 days (30 hours) of training, which may be delivered on a day-release or block-release basis.

3.2.3 Course content

The course content, teaching methods and teaching materials should complement those of the introductory course.

3.2.4 Student assessment

Students should be assessed at the end of the course and the results must be discussed with them individually. Each student must be given a formal end-of-course assessment report. A copy of this report must be sent to the medical and scientific heads of the cytology department where the trainee is employed and to the departmental training officer (see sample assessment form in Appendix 1).

3.3 Pre-certificate course

3.3.1 Objective

The objective of the pre-certificate course is to give students practice for the examination for the NHSCSP Certificate in Cervical Cytology.

3.3.2 Course organisation

The course should normally be taken between 3 months and 3 weeks before the examination for which the student is entered. The course should be for a minimum of 2 consecutive days.

3.3.3 Course content

The course must include:

- revision of the knowledge and understanding that are tested in the written examination
- practice in the screening and interpretive techniques that are tested in the practical examination
- at least one mock examination.

3.3.4 Student assessment

Students should be assessed at the end of the course and the results must be discussed with them individually. If the student’s performance gives cause for concern, the training school should discuss this with the student and the departmental training officer.

3.4 Update courses

3.4.1 Objectives

Each training school is expected to offer one or more update courses each year. The objective of these courses is to inform qualified staff working in the screening programme about developments in cervical cytology and the NHSCSP, to enable them to meet their professional requirements for continuing professional development.
3.4.2 Education Workbook

The NHSCSP is developing a *Cervical Cytopathology Education Workbook* (and accompanying *Answer Book*) as a means of self-learning. It is expected that training schools will use the *Workbook* as an additional means of identifying and delivering specific training needs.
### APPENDIX 1: STUDENT ASSESSMENT FORM

**Student Assessment Form**

<table>
<thead>
<tr>
<th>Training school</th>
<th>Duration of course</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Title of course</th>
<th>Name of student</th>
</tr>
</thead>
<tbody>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Laboratory</th>
<th>Contract hours employed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. **Attendance**

<table>
<thead>
<tr>
<th>Week 1</th>
<th>Week 2</th>
<th>Week 3</th>
<th>Week 4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

2. **Weekly Test Assessments**

   (mark and brief comment)

<table>
<thead>
<tr>
<th>Screening</th>
<th>Interpretative</th>
<th>Written</th>
</tr>
</thead>
<tbody>
<tr>
<td>Week 1</td>
<td></td>
<td></td>
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<tr>
<td>Week 2</td>
<td></td>
<td></td>
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<tr>
<td>Week 3</td>
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<td></td>
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<tr>
<td>Week 4</td>
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</tr>
</tbody>
</table>
The following subjective comments should be helpful to students and training officers in planning in-service training in preparation for sitting the Certificate in Cervical Cytology Examination.

3. Attitude throughout course (to work/other students/tutors etc.)
   - sociability
   - contribution to course
   - motivation
   - responsiveness

Aptitude for cervical cytology
   - screening rate
   - precision
   - knowledge
   - concentration

4. Advice from training school regarding in-house training etc. (this should emphasise strengths and weaknesses of individual students)

5. Comments from training school staff in respect of student ability

| Signature of training school director | ................................................................. |
| Date | ................................................................. |
APPENDIX 2: COURSE EVALUATION FORM

Course Evaluation Form

Please complete this questionnaire to help us to maintain and improve our standards of training. All information will be treated as confidential.

Training school ............................................
Title of course ............................................ Dates attended ..........................

Please enter in the box at the end of each statement a single number from 1 to 6:
1 excellent  2 good   3 acceptable   4 poor   5 not applicable   6 did not receive

1. The accuracy and helpfulness of the information supplied before enrolment
   About the training school
   About the course
   About accommodation
   Health and safety information

2. General appearance and facilities of the training school
   Teaching rooms
   Reading areas
   Cleanliness
   Toilet facilities
   Catering arrangements

3. Please tell us what you think about the course
   Organisation of the course
   Teaching
   Approachability of staff
   Equipment
   Course books/materials
   Attitude of other students
   Availability of staff for advice
   Usefulness of feedback from tests
   Allocation of time between theory and practical
4. Which part of the course did you find:

Most enjoyable ............................................................................................................... 
..........................................................................................................................

Least enjoyable .......................................................................................................... 
..........................................................................................................................

5. Please read each statement carefully and tell us what you think by ticking one box.

   The amount and timing of the course work is:  
      Too much ☐  
      About right ☐  
      Too little ☐  

   The level of the work for your course is:  
      Too difficult ☐  
      About right ☐  
      Too easy ☐  

   I would recommend the training school to a colleague:  
      Definitely ☐  
      Undecided ☐  
      No ☐  

6. Please use the following space to add any comments which have not been covered elsewhere, or any suggestions for improving the training school or the course.

Thank you for completing this questionnaire.
REFERENCES

1. Requirements for State Registration. Council for Professions Supplementary to Medicine.