

Job Description

**York and Scarborough
Teaching Hospitals**
NHS Foundation Trust

Job Title:	Senior Biomedical Scientist (Hull Blood Transfusion)		
Band:	7		
Department:	Laboratory Medicine		
Care Group:	CG4		
Reports To:	Chief BMS (Blood Transfusion)		
Accountable To:	Chief BMS (Blood Transfusion)		
Professionally Accountable To:	Head BMS (Blood Transfusion)		
Responsible For:	Specialist BMS, BMS, Associate Practitioner and Medical Laboratory Assistants (Pathology Support Workers)		
Main Base/ Site:	Hull		
Contract Status:	<input checked="" type="checkbox"/> Permanent	<input type="checkbox"/> Fixed Term	<input type="checkbox"/> Other:
AfC Reference Number:			



JOB SUMMARY

As a Biomedical Scientist, the post holder is responsible for performing a range of scientific procedures.

The post holder will be responsible for managing a small team of Biomedical Scientists and support workers to deliver a safe, reliable, fit-for-purpose medical laboratory service to achieve the objectives of efficient and effective patient care, and effective resource management within the hospital.

The post holder is responsible for the appropriate supervision, training and motivating staff to meet the service requirements. The post-holder may be required to deputise for the Chief Biomedical Scientist, where appropriate.

The Senior Biomedical Scientist is responsible for maintaining adequate supplies of reagents and consumables. The post holder will also undertake analytical, technical and administrative troubleshooting to ensure reliable service delivery.

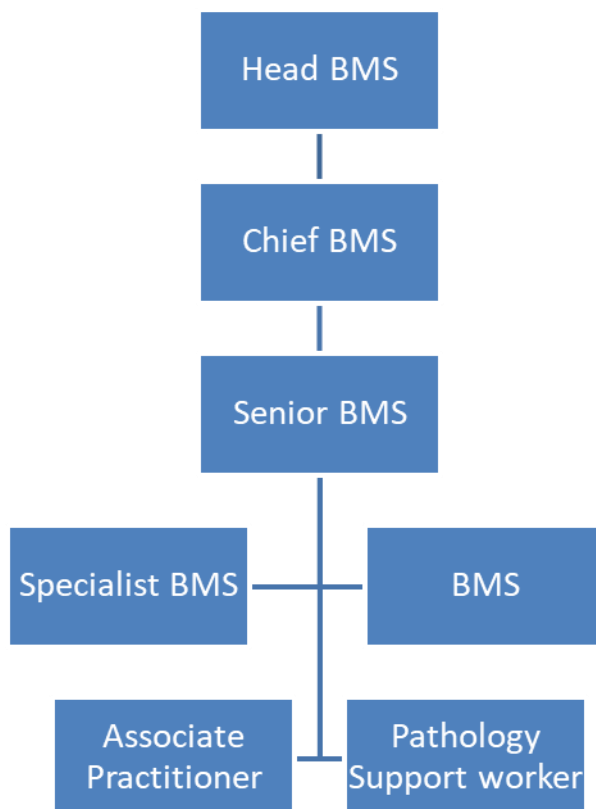
The post holder will be expected to uphold the professional standards required by registration with the Health Care Professions Council (HCPC) and have evidence of having done so over a number of years. The post holder must be able to provide evidence of Continuing Professional Development (CPD).

AfC Reference:

The Senior Biomedical Scientist must ensure that the department meets the standards required by UKAS ISO15189:2012 and other relevant professional and legislative bodies.

Subject to contract and competence assessment the post holder may perform analytical duties either working alone or as part of a small team ensuring a 24-hour laboratory service. This will include working outside of core AfC hours.

ORGANISATIONAL CHART



KEY RELATIONSHIPS

- Head Biomedical Scientist
- Chief Biomedical Scientist
- Senior Biomedical Scientist
- Specialist Biomedical Scientist
- Biomedical Scientist
- Associate Practitioners
- Medical Laboratory Assistants

KNOWLEDGE AND SKILLS

1. Communication and Relationship Skills

- Have the ability to communicate service related information of a highly complex nature effectively to other senior managers and service users utilising the appropriate effective lines of communications.
- Be approachable and open maintaining good relations with all members of staff promoting effective teamwork and development of the team within the section.
- Possess a manner, which fosters good relations with all members of staff promoting effective teamwork and develops the team within the section.
- Possess the skills to communicate with other departments and outside agencies disseminating information efficiently. Deals politely with all service users, showing sensitivity as appropriate.
- Is able to communicate highly complex information to secure co-operation from departments and services outside of blood sciences.
- Provides approved departmental information and advice to other healthcare professionals, patients and the public and refers to appropriate specialist's requests for information outside their area of responsibility.
- Deals politely with all service users, showing sensitivity as appropriate.

2. Knowledge, Training and Experience

- Biomedical Science (Hons) degree or equivalent.
- Registered as a Biomedical Scientist with the HCPC and maintains professional registration.
- MSc (or completed PgD, with intention to complete MSc) or equivalent experience, or working towards.
- Have at least 4 years' post registration experience of Blood Transfusion.
- Fellow of the Institute of Biomedical Science or equivalent is desirable.
- Has current and in depth knowledge of Blood Transfusion.
- Has evidence of or will undertake supervisory/management skills training
- Requires specialist knowledge across a range of work procedures and practices underpinned by theoretical knowledge.
- Participates in, has evidence of Continuing Professional Development, and develops methods of flexible learning to assist in the self-development process.
- The post holder must maintain a flexible approach to the post in order to manage changes in workload patterns and service requirements.
- Identifies problems and works co-operatively with others towards solving them, considering all factors and making decisions accordingly.
- Uses initiative when dealing with people to resolve issues to the benefit of patients, staff and the organisation.
- Plans, manages and prioritises their own workload having regard to other team members and ensuring that it is completed in a timely, accurate and appropriate manner.
- Understands and works within the remit of the Trust's confidentiality policy and Professional Code of Conducts.



- Attends mandatory training courses in accordance with Trust policy.
- Undertakes the Trusts Performance Planning Development and Review scheme and works towards the agreed objectives
- Experience in the safe handling of blood, urine, faeces, organs, other body tissues and hazardous materials.

3. Analytical Skills

- Performs manual, semi-automated and fully automated laboratory investigations
- Experienced in the interpretation of highly complex technical situations and diagnostic test results.
- Competent in the use of MS Word, Excel, PowerPoint and other appropriate computer packages for the processing and distribution of information.
- Competent in extracting and manipulate computer-generated information
- Uses interpretive skills to determine the pathogenic and clinical significance of results of laboratory tests including:
 - authorisation of results,
 - ordering of relevant follow-up procedures,
 - adding technical and approved clinically relevant comments,
 - referring results for clinical interpretation or opinion,
 - Informing the requestor of clinically significant results.
- Direct consultation with clinical users of the service in the provision of discipline-specific results and analytical interpretation
- Uses experience and knowledge to interpret more complex laboratory procedures and results
- Uses specialist skills to assimilate a complex range of information to support clinical decision making in selection of appropriate tests and provision of post-analysis interpretive comments

4. Planning and Organisational Skills

- Responsible for the day to day supervision of the laboratory
- Supervises the work and monitor performance of Pathology Support Workers, Trainee Biomedical Scientists, Students and Biomedical Scientists in the procedures for which the post holder is responsible.
- Trains and develops the competence of Pathology Support Workers, Trainee Biomedical Scientists, Associate Practitioners, Biomedical Scientists and other health care professionals in the procedures for which the post holder is responsible, act as the Training Officer for Blood Transfusion.
- Ensures that training portfolios and records of competence are kept up to date and signed off on a regular basis as competence is achieved and maintained.
- Encourages all staff to participate constructively in decisions, projects, consultation and discussions.

5. Physical Skills



- The post holder must have the physical skills required to fulfil the job duties including hand-eye co-ordination, sensory skills, dexterity and manipulation.

RESPONSIBILITIES

6. Responsibilities for Patient/ Client Care

- Ensures compliance with good work practices in accordance with the standards of ISO 15189, and other relevant agencies and legislative bodies.
- Participates in the maintenance and the further development of the quality system by reviewing Standard Operating Procedures and participation in EQA and IQA schemes as appropriate. Performs preventative and corrective actions identified in the audit process.
- Responsible for the prioritisation of the workload within their designated area, ensuring timely and accurate reports in accordance with department protocols.
- Prioritises investigations appropriate to clinical need, arranging workflow to accommodate instrument capability and to optimise turn-around time for urgent requests.
- Assists the Chief Biomedical Scientist prepare and monitor management and operational performance data, for example turnaround times, workload and materials consumption. To take corrective action if required.
- Measures and monitors the accuracy and precision of laboratory investigations using appropriate quality control and assurance procedures when quality control or assurance procedures indicate loss of performance of the laboratory instruments or methods
- Monitors, records and if necessary takes follow up action when there is a situation that may or has caused a service delivery failure, e.g. liaise with clinical staff to ensure that priority work is identified and/or make alternative arrangements for analysis to be done.
- Participates in clinical audits as directed by the Head of Department.
- Ensures that appropriate preventative maintenance is carried out on laboratory equipment and recorded appropriately prior to use for patient investigations.
- Undertakes and supervises trouble shooting of analytical equipment or methods arranging service engineer visits as required. This may include dismantling instruments to carry out initial repairs.

Multi-disciplinary responsibilities

- Performs duties that constitute different working patterns and responsibilities to routine 'day' working
- Prioritises investigations appropriate to clinical need, arranging workflow to accommodate instrument capability and to optimise turn-around time for urgent requests.
- Liaises with Duty and IT managers in resolving any computer system difficulties.
- Liaises with the Duty Manager to resolve administrative problems should they arise
- Interacts with Pathology staff from other specialities in case of unforeseen emergency pressures, offering appropriate professional support and assistance to colleagues when patient healthcare may be affected.
- Because of the inherently unpredictable nature of the work, the post holder must be able to rapidly change priorities to best suit working situations. They will be expected to use



professional judgment and technical expertise to monitor the appropriateness of investigations requested.

- Solves urgent queries using a professional attitude including a degree of empathy towards service users when solving contentious issues that may conflict with laboratory service targets.

7. Responsibilities for Policy and Service Development

- Undertakes and supervises method and instrument evaluation as directed by the Chief Biomedical Scientist.
- Participates in the introduction of new equipment or methods to the department.
- Implements service improvement changes to work practices and procedures in the designated area.
- Keeps up to date with current scientific and technical developments including participation in scientific meetings as appropriate.
- Undertakes training, which may be deemed appropriate for personal, professional and service development.
- Collaborates with Chief Biomedical Scientist to ensure that Standard Operating Procedures are relevant and kept up to date and to manage their use in the laboratory
- Attends departmental meetings, e.g. quality meetings, training meetings, communication meetings, staff meetings, senior staff meetings as required by the laboratory manager.

8. Responsibilities for Financial and Physical Resources

- Responsible for the organisation and delivery of effective stock control of reagents and consumables in the designated area and to arrange alternative means of obtaining reagents from others sources if necessary.
- Ensures that reagents are prepared, stored and used according to manufacturers' instructions and laboratory procedures.
- Ensures that resources are used efficiently and effectively and that all reagent records are appropriate and up to date.

9. Responsibilities for Staff/ HR/ Leadership/ Training

- Assists and deputises for the Chief Biomedical Scientist as required
- Responsible for the organisation and training of the team within their designated area, ensuring the effective use of staff and liaising with other colleagues as appropriate.
- Performs work and ensures team members work strictly according to current Standard Operating Procedures.
- Ensures that training portfolios and records of competence are kept up to date and signed off on a regular basis as competence is achieved and maintained.
- Motivates the team to meet service requirements and turnaround times.
- Acts as first point of contact for staff disciplinary, performance and competency issues
- Acts as a mentor for other laboratory staff.
- Provides adequate supervision to ensure compliance with safe work practices.

10. Responsibilities for Information Resources



- Complies with local and national policies for the safe, secure and confidential processing and storage of patient and other laboratory information.
- Uses Laboratory computer systems according to the authorised protocols – including data input, result entry and recall and audit trails.
- Maintains the integrity and accuracy of laboratory databases
- Uses spreadsheets for the manipulation of data
- Uses Word, Excel, PowerPoint and other appropriate computer packages for the processing and distribution of information.
- Extracts and uses computer-generated information.
- Perform risk assessments, identify hazards in your work area, and evaluate the level of risk associated with identified hazards and implement adequate controls to eliminate or reduce the level of risk.

11. Responsibilities for Research and Development

- Participates in research, development and project work as directed by Line manager.

12. Freedom to Act

- Take responsibility for dealing with issues and problems as they arise in the absence of the Chief BMS such as equipment failure and other serious incidents

EFFORT AND ENVIRONMENT

13. Physical Effort

- Uses repetitive movements when processing samples.
- Able to safely handle blood, urine, faeces, CSF, organs, other body tissue and hazardous materials.
- Uses a keyboard and monitor.
- Able to satisfy the frequent requirement for sitting in a restricted position or standing/walking for a substantial proportion of the working time.
- Lifts boxes/bags of reagents and waste in line with the Trust's lifting and handling policy.

14. Mental Effort

- Requires sustained concentration for processing samples, reading results, reporting of results and dealing with unpredictable workload patterns.

15. Emotional Effort

- Requires emotional effort to deal with heavy workload, periods of staff shortages, urgent samples and demanding and intricate investigations.
- Deals with extreme emotional pressure exerted by clinical colleagues in the provision of a safe effective service.
- Works under pressure when appropriate.



AfC Reference:

- Able to deal with distressed/ anxious/ worried and upset service users and staff on occasion.

16. Working Conditions

- Wears protective clothing as appropriate.
- Is exposed to unpleasant samples e.g. faeces, pus, semen and unpleasant smells e.g. autoclaves.
- Handles hazardous chemicals as part of duties
- Is exposed to contained infectious material / body fluids / tissues.
- Exposure to Category 3 Pathogens in a Level 2 containment area.

KEY VALUES

The Trust would expect all employees to demonstrate our values as part of their day to day working lives:

- We are **kind**
- We are **open**
- We pursue **excellence**

These values are underpinned by behaviours:

We are **kind**, this means we:

- **Respect** and value each other;
- Treat each other **fairly**;
- Are **helpful**, and seek help when we need it.

We are **open**, this means we:

- **Listen**, making sure we truly understand the point of view of others;
- Work **collaboratively**, to deliver the best possible outcomes;
- Are **inclusive**, demonstrating everyone's voice matters.

We pursue **excellence**, this means we:

- Are **professional** and take pride in our work, always seeking to do our best;
- Demonstrate high **integrity**, always seeking to do the right thing;
- Are **ambitious**, we suggest new ideas and find ways to take them forward, and we support others to do the same.

AfC Reference:

STANDARD GENERIC ITEMS:

The post holder will uphold and support these values in accordance with the Behavioural Framework. To this end, in our goal to promote and embed equality and diversity throughout the organisation, the post holder will ensure that everyone is treated as an individual, with dignity and respect.

In addition to observing the departmental rules and procedures, which all staff are required to observe and follow, the post holder is also required to follow the Trust's general policies and procedures that apply to the employment relationship. Whilst the Trust recognises specific responsibilities fall upon management, it is also the duty of the post holder to accept personal responsibility for the practical application of these policies, procedure and standards. The post holder should familiarise themselves with these, and ensure they have an understanding of them, and adhere to them.

The Trust has a No Smoking Policy. All its premises are considered as non-smoking zones.

In order to ensure the Trust's ability to respond to changes in the needs of the service, the Trust may make changes on a temporary or permanent basis, that are deemed reasonable in the circumstances, to the duties and responsibilities outlined in the job description. Any changes will be made with reasonable notice, taking into account the circumstances of the Trust and the post-holder.

This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the post. It may be subject to change as the organisation and services develop and wherever possible change will follow a consultation with the post holder.

JOB AGREEMENT:

Job Holder (PRINT NAME)	
Job Holder (SIGNATURE)	
Date	

Recruiting Manager (PRINT NAME)	
Recruiting Manager (SIGNATURE)	
Date	



Person Specification

Senior Biomedical Scientist (Blood Transfusion)

Criteria	Essential	Desirable
Education, Qualifications and Training	<p>HCPC registration as a Biomedical Scientist.</p> <p>IBMS Specialist Portfolio in Blood Transfusion and Haematology</p> <p>MSc or IBMS Higher Specialist Diploma or equivalent, in Blood Transfusion or a closely related subject (or working towards).</p> <p>Evidence of Continuing Professional Development.</p>	<p>Evidence of management training.</p> <p>BBTS Specialist Certificate in Blood Transfusion or equivalent.</p>
Experience and Knowledge Required	<p>Experience in Blood Transfusion serology.</p> <p>Experience in Blood Transfusion automation and IT systems.</p>	<p>At least 3 years' experience of working in a Specialist Transfusion service.</p>
Skills and Attributes	<p>Has comprehensive specialist theoretical knowledge and experience in the field of the relevant discipline.</p> <p>Understanding of recent relevant guidelines.</p> <p>Ability to contribute to the Blood Transfusion interpretation/reporting work.</p> <p>Ability to contribute to investigative work</p> <p>Able to organise, prioritise and plan own work and that of the team.</p>	<p>Has experience in the evaluation and implementation of new technologies.</p> <p>Advanced skills in Transfusion reporting</p> <p>Advanced skills in Quality Reporting Systems e.g. QPulse, Datix etc.</p> <p>Knowledge and participation in Health and Safety, Clinical Governance, Quality Assurance, Quality Management.</p>

	<p>Ability to interpret diagnostic laboratory results, undertake technical validation and authorise results for clinical use.</p> <p>General familiarity with common computer software</p> <p>Able to problem solve and supervise corrective actions.</p> <p>Interested in service development and provision of service to support excellent patient care.</p>	<p>Familiar with MHRA and UKAS standards and audit procedures.</p> <p>An interest and experience in training/teaching of laboratory staff and other healthcare professionals.</p>
Aptitude and Personal Qualities	<p>Evidence of the ability to provide leadership and the ability to work in a team.</p> <p>Responsible and mature attitude. Articulate and confident with a pleasant manner.</p> <p>Able to work under pressure.</p> <p>Able to use initiative.</p> <p>Able to plan and manage workload.</p> <p>Must be highly motivated and have a flexible nature, with the ability to cope with the changing and unpredictable demands of the service.</p> <p>Must be able to communicate with other professionals at all levels, in written format and verbally.</p>	
Values & Behaviours	<p>Ability to demonstrate our organisational values and behaviours:</p> <ul style="list-style-type: none"> • We are Kind. • We are Open. • We pursue Excellence. 	

