

JOB DESCRIPTION

Job Title:	Specialist Biomedical Scientist (Cellular Pathology)
Band:	Band 6
Department:	Cellular Pathology
Employed by:	St Georges University Hospitals NHS Foundation Trust (The host of the South West London (SWL) Pathology Service)
Reports to:	Technical Lead
Accountable to:	General Manager
Liaises with:	All groups of staff to provide an effective diagnostic service
Base:	St Georges University Hospitals NHS Foundation Trust but the post holder may be required to work at any of the SWL Pathology sites as and when necessary.

Aim of Role:

To be an efficient and flexible member of the SWL Pathology team providing a consistently high quality and professional service to all users of the service.

Key Result Areas:

1. Provides specialist clinical technical services to patients that may include research and audit samples.
2. Contributes to providing a professional clinical laboratory service, working effectively as a team member as part of the overall department.
3. Able to perform all core scientific and interpretive work, which corresponds to the training and qualifications of a Registered Biomedical Scientist.
4. To assist in training and supervising staff and deputising for the Advanced Biomedical Scientist when necessary.

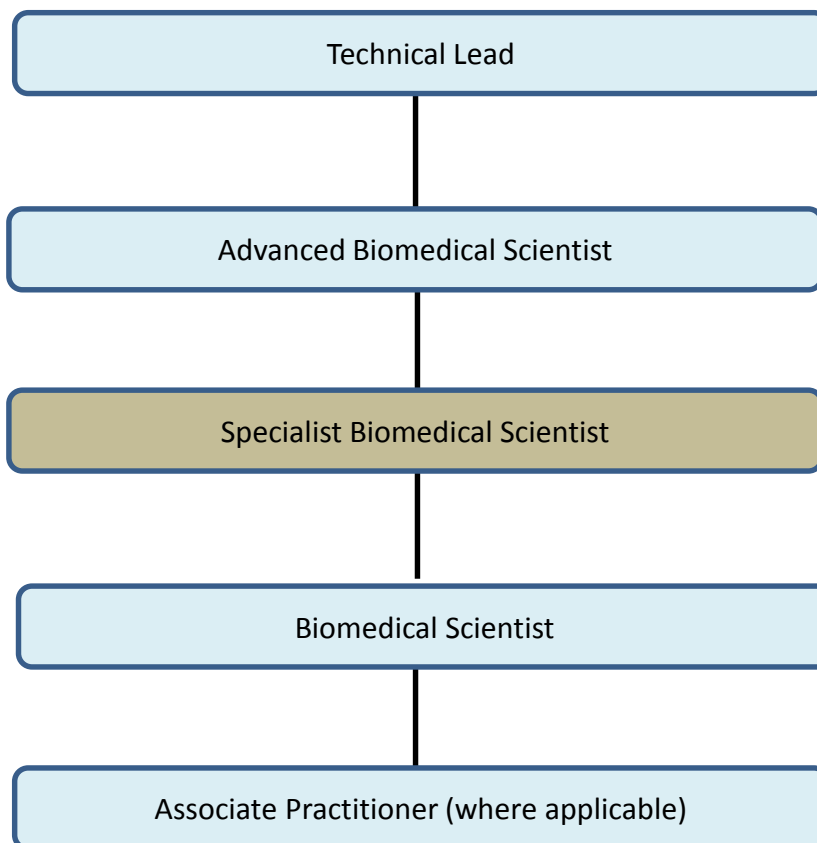
Values:

We expect all our staff at SWL Pathology to share the values that are important to us and that our service users have a right to expect – to be excellent, kind, responsible and respectful, delivering the best possible standard of service at all times and to behave in a way that reflects these values.

SWL Pathology Vision:

To deliver the high quality, cost effective, accessible, innovative pathology services that commissioners, customers, clinical users, staff and patients demand and to be recognised as a leading provider in the market. As part of its commitment to high quality and sustainability SW London Pathology will offer attractive development opportunities for highly skilled staff and will be at the forefront of innovation in pathology services.

Department Structure Chart:



Main Tasks and Responsibilities:

Scientific and Technical Duties

1. To be proficient in designated areas of diagnostic work within the department and to provide a comprehensive and appropriate laboratory service to patients and staff.
2. To undertake a range of diagnostic tests and screening procedures through to initial interpretation.
3. To ensure that test procedures are carried out according to SOPs, assess that other junior staff are competent and participate in their regular review and update.
4. To undertake technical validation of highly complex results from laboratory investigations to ensure accuracy and precision as specified by laboratory protocols
5. To measure and monitor the accuracy and precision of laboratory investigations using appropriate quality control procedures.

6. To carry out corrective action when quality control and assurance procedures indicate loss of performance.
7. To take part in duties without supervision at a level of autonomy requiring decision making but can refer to more senior or medical staff for support.
8. To validate reports where necessary using judgemental expertise.
9. To authorise reports when given the delegated responsibility.
10. Ensure that documentation is maintained to the Trust standard (including electronic records).
11. Identify and report clinical risks so that appropriate action can be taken in accordance with the Trust risk management policy.
12. To support all diagnostic procedures provided by the department.
13. To contribute towards a culture of quality in the department and to comply and promote the quality initiatives within the department consistent with maintaining laboratory accreditation.
14. Organise own work tasks or activities.
15. Ensure all work is completed timely and to satisfactory standards and will seek advice from senior staff when required.
16. Ensure that safe working practises are maintained according to standard operating procedures.
17. To assist in maintaining appropriate internal and external quality assurance.

Working Relationships/Communications

18. To demonstrate politeness, courtesy and sensitivity in dealing with patients/clients, visitors/relatives and colleagues, maintaining good customer relations.
19. Contribute towards sharing good practice within the department and Trust wide.
20. To promote a positive image of the Trust at all times.
21. To work cohesively with all members of the department team in ensuring that the very best services are provided at all times.
22. To participate in departmental meetings and contribute to effective communication within the department.
23. To provide and receive complex and / or sensitive information to inform work colleagues or external contacts e.g. other departments, G.P.'s or visitors to the department. This may include providing advice, explanation of results and instruction.
24. Communicates any difficulties, problems, accidents or incidents affecting the department to a section leader/manager promptly.

Policy and Service

25. To be involved actively in the implementation of policies and procedures at department level, reinforcing their use.
26. To participate in the regular review and update of Standard Operating Procedures. To propose changes where applicable.
27. Record and report all incidents/complaints involving staff, patients and visitors in accordance with Trust policies and assist in any investigations as required.

Financial and Physical

28. Assist in maintaining stock levels within your current work section.
29. Assist in the implementation, development and evaluation of new and existing techniques.
30. Responsible for the maintenance and calibration of equipment.

Staff/ HR/Leadership, & Training

31. To assist in the training and supervision of staff.
32. To assist in planning of own and other staff in team working within a section.
33. Be familiar with all core Trust policies such as sickness reporting, annual leave requesting, health and safety.
34. Be familiar with the Health and Safety policies of the Trust and the department and ensure that they are followed to maintain a safe working environment for all employees and visitors.
35. Participate fully as a team member, sharing knowledge and information and supporting colleagues, including support staff to promote a cohesive department team and the achievement of team objectives.

Information Resources

36. Undertake relevant training for electronic information systems in place and under development.
37. Undertakes data entry and inputting/recording of scientific information.
38. To have an active e-mail account

Freedom to Act

39. Required to act independently within appropriate clinical/professional guidelines and refer to their manager or senior member of staff when necessary.

Education Training and Personal Development

40. Maintain, update and develop personal and professional knowledge and skills.
41. Undertake suitable training and development programmes to successfully acquire core competencies and thereafter maintain the required standards of competence when undertaking duties.

42. Maintain your registration with the Health Care Professions Council (HCPC) through evidence of CPD.
43. Must develop and improve your scientific expertise, which may be via CPD within an appraisal programme.
44. Maintain a portfolio of relevant developments achieved.
45. Participate in an annual appraisal process where objectives will be agreed, performance monitored and personal development needs discussed.
46. To attend all statutory and mandatory training as and when required to do so.

Research and Development

47. Participate in the collection of audit and research data as required.

General

48. To participate as required in all rotas for the provision of a 24hr, 7-day a week service.
49. Expected to work within the SWL Pathology Quality Management Systems.
50. To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

The following responsibilities are common to all posts in the Trust and should be included at some point in the job description.

- To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- To work in accordance with the Trust's Equality and Diversity policy to eliminate unlawful discrimination in relation to employment and service delivery.
- To promote at all times equal opportunities for staff and patients in accordance with the Trust's policies to ensure that no person receives less favourable treatment than another on the grounds of: age; disability; marriage and civil partnership; pregnancy and maternity; race (ethnicity); religion or belief; sex (gender); gender reassignment or sexual orientation.

- To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.
- To comply with the Trust's No Smoking Policies.
- Applicable for management posts: To be trained in and demonstrate fair employment practices, in line with trust policies

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the post holder.

PERSON SPECIFICATION

Job Title: **Specialist Biomedical Scientist (Cellular Pathology)**

Criteria for Selection	Essential	Desirable	Method of Assessment
Qualifications and Training	<ul style="list-style-type: none"> • An honours degree or equivalent in a biological science • HCPC Registration • Hold the IBMS Specialist Diploma in relevant discipline or equivalent experience 	<ul style="list-style-type: none"> • IBMS Diploma of Expert Practice 	CV/Application form Original certificates/diplomas
Knowledge and Experience	<ul style="list-style-type: none"> • Proven experience post HCPC registration in the relevant discipline • Excellent working knowledge of specialist subject in relevant discipline • Evidence of continuing professional development • Knowledge of health and safety issues • Experience of quality management systems 		Application form Interview/test/references
Skills and Abilities	<ul style="list-style-type: none"> • Practical specialist analytical skills associated with diagnostic laboratory work • Competence in PC word processing, spreadsheet and database software • Accuracy and attention to detail • Able to follow written 		Application form Interview/test/references

	<p>methodologies or protocols</p> <ul style="list-style-type: none"> • Able to work as part of a team • Ability to work under pressure • Ability to plan and prioritise allocated work • Intermediate level of computer skills • Excellent communication and presentation skills • Use of enhanced pathology computer systems 		
Other relevant requirements	<ul style="list-style-type: none"> • Good hand eye co-ordination • Able to perform light physical work. • Capable of intense periods of concentration 		<p>Application form</p> <p>Interview/references</p>