

Job Description



South Tees Hospitals
NHS Foundation Trust

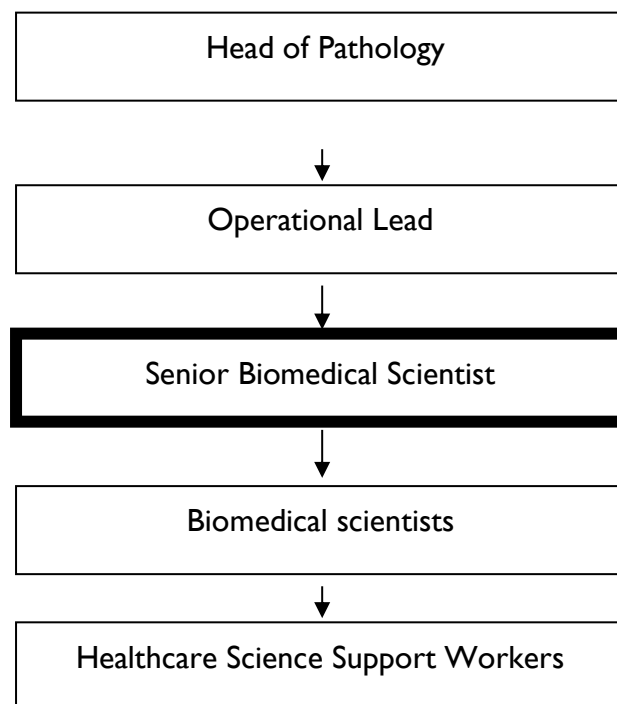
Role Details

Job Title	Senior Biomedical Scientist
Band	7
Department/Service	Immunology / Pathology

Organisational Relationships:

Responsible to:	Biochemistry / Immunology Operational lead
Accountable to:	Blood Science operational Lead
Professionally Accountable to:	Head of Pathology
Responsible for:	Specialist Biomedical Scientists, Trainee Biomedical Scientists, Blood Sciences Associate Practitioners, Healthcare Science Support Workers (HCSSWs) and Students in training

Organisational Chart:



Job Summary/ Role:

To perform unsupervised the analysis of pathology specimens providing technically accurate results. Be professionally accountable for the interpretation of patients' results to enable diagnostic and treatment regimens for clinical colleagues. Organise the work and training of BMS and HCSSW staff working within the department ensuring all professional and Trust protocols are followed. Supervise the day to day running of the department to support effective and efficient service provision. Assist in the development of new and existing service provision of the department.

Key Relationships:

Service Users, Clinical Teams, Biomedical Scientists, Healthcare Science Support Workers.

Core Functions:

Scientific/Technical:

Work within the Health Professions Council (HPC) Standards of Proficiency for Biomedical Scientists.

Provide attention to detail and accuracy in a busy environment where there is very little time allocated to each sample in order to maintain turnaround times both for samples from the PCT's and hospital patients.

Perform, unsupervised, the full range of complex automated, semi-automated and manual techniques in use within the Immunology department for the analysis of tissue and body fluids (urine and whole blood) according to the Standard Operating Procedures of the department.

Perform analysis of patient samples using complex automated and semi-automated equipment.

Perform daily authorisation of Immunology test results maintaining a high level of concentration in a confined and busy environment, with regular interruptions from other staff and phone calls, for prolonged periods of time.

Perform reflexive testing where appropriate to initial test results.

Take part in and ensure daily and monthly routine maintenance and control of all equipment in use within the Immunology laboratory is performed and documented.

Provide a daily troubleshooting expertise in response to systematic and random errors with equipment and all Immunology assays in use in the laboratory, assess the situation and select and implement the most appropriate action required.

Perform daily manual Immunology assays including the preparation of slides for autoantibody screening by immunofluorescence, and thyroid antibody testing which involve prolonged periods of a) concentration, and b) pipetting requiring manual dexterity, coupled with an ability to organize and manipulate materials, instruments and laboratory tools for effective and efficient use.

Carry out daily immunofluorescence microscopy work to provide results for autoantibody assays. This necessitates long periods of intense concentration and decision making in a confined environment.

Provide a daily service for the analysis of high-risk patient and immuno deficient patient samples on complex semi-automated equipment including routine maintenance and control.

Perform preparation and analysis of high-risk patient samples (whole blood or serum) for Immunology assays using the category I safety cabinet involving high concentration levels, manual dexterity and organization of equipment in an area of high noise levels and restricted access.

General Duties:

Implement procedures to maintain service provision during technical failures, routine or emergency maintenance shutdowns and electrical failures/shutdowns.

Consider and initiate further actions if required on test results.

Responsible for the planning and organisation of own daily workload and other staff within the Immunology laboratory.

Ensure effective and efficient running of the service on a daily basis.

Take a lead role in implementing changes as part of service development.

Provide daily supervision of the work of HCSSW grades and trainee BMS and as and when supervision of BMSIs in the Immunology laboratory, ensuring relevant SOPs are followed.

Communicate with suppliers and company representatives to review and evaluate supplies and equipment for current and future service delivery and development.

To participate in discussions regarding clinical and technical issues in the laboratory, offering suggestions for change to practice where appropriate.

Carry out method development and evaluation of tests and equipment as and when required, identified as part of service development.

Undertake project work as and when required.

Responsible for ensuring internal quality control and external quality assurance procedures meet the required standards to ensure test result accuracy and reliability.

Be responsible for the maintenance of adequate stock levels, ordering and reordering as necessary to ensure effective and efficient use of resources at all times.

Liaise with Central Specimen Reception staff regarding pre-analytical processing of samples and with staff from other departments regarding shared use of equipment, samples etc.

Perform all methods and procedures according to the SOP (standard operating procedure) and use all equipment in a safe and responsible manner, in accordance with Health and Safety legislation.

Perform routine maintenance and more complex troubleshooting of analytical instruments costing up to and over £50,000 each.

Supervise the work of Specialist BMS, Trainee BMS and HCSSW grades as and when required, ensuring relevant SOPs are followed.

Deputise for the Lead BMS as and when required.

Risk Management:

Comply with the requirements of national and Trust policies and procedures.

Responsible for compliance of self and others with infection control procedures.

Take responsibility for own and colleagues health and safety in line with Health and Safety at Work Act and Trust Health and Safety policies to reduce risks associated with the exposure to blood, urine, faeces and other body fluids.

To be conversant with and adhere to all relevant legislation and safety measures for the handling of chemical and biological reagents.

Comply with terms of the Data Protection Act and other relevant legislation.

Maintain patient confidentiality at all times.

General Responsibilities

Undertake all duties and responsibilities, at all times, in compliance with the Trust's Policies and Procedures

Behave at all times with courtesy and consideration to colleagues and service users, regardless of hierarchical or professional position within the organization

Perform any other reasonable duties as deemed necessary by senior members of staff.

Administrative Responsibilities	<p>Record, evaluate and review all Immunology external Quality Control results using Excel spread sheets and graphs. Communicate these results on a monthly basis to the line manager and Immunology staff. Take action on any out of consensus results in collaboration with line manager.</p> <p>Evaluate and produce reports on new methods and equipment in line with proposed changes in the Immunology service and from these make recommendations for expenditure.</p> <p>Produce and revise Standard Operating Procedures (SOP)</p>
Clinical Responsibilities	<p>Communicate daily with service users, providing basic specialist and complex information and advice as necessary on investigations and test results.</p>
Management and Leadership Responsibilities	<p>Responsible for sickness and absence management of staff within Immunology in-line with Trust policies and procedures.</p> <p>Responsible for ensuring all staff in Immunology receives PPM appraisal, minimum of one a year and that the Trust Minimum People Standards are achieved (app 1).</p> <p>Responsible for carrying out formal and informal training for BMS and MLA staff as required in order to ensure objectives are met.</p> <p>Involved in the recruitment and selection of staff at Specialist BMS and HCSSW level as and when required.</p> <p>Champion the Trust improvement and leadership strategy, through attendance at New and Aspiring Leaders and Foundation Quality Improvement training</p>
Policy and Service Development	<p>Champion and lead quality improvement initiatives across your immediate team and within your service, contributing to the Trust Quality Improvement programme</p>

Research and Audit Responsibilities	Conduct audits in line with UKAS ISO15189 guidelines and participate in internal and external audit activities as required
Managing Resources Responsibilities	Ensure effective and efficient running of the service on a daily basis by ensuring adequate resources are available
Education and Training	<p>Undertake any internal and external training as identified by the Trust PPM process.</p> <p>Take responsibility for own continuous professional development.</p>
<i>The job description and duties may be subject to future review as the needs of the service change.</i>	

Person Specification

KNOWLEDGE & SKILLS		
Essential	Desirable	Assessment Method
<ul style="list-style-type: none"> Advanced knowledge of laboratory techniques and Biomedical science. Working knowledge of Pathology IT systems. Knowledge of ISO15189 standards Knowledge of relevant legislation and Health & Safety measures 	<ul style="list-style-type: none"> Advanced working knowledge of Pathology IT systems Advanced knowledge of ISO15189 standards Advanced knowledge of relevant legislation and Health & Safety measures 	Application form and Interview
QUALIFICATIONS & TRAINING		
Essential	Desirable	Assessment Method
<ul style="list-style-type: none"> IBMS accredited degree HCPC state registration Evidence of continuous professional development (CPD) FIBMS, MSc or equivalent in Immunology or Biomedical Science (if not completed needs to be within 3 months of appointment) 	<p>Attendance at the leadership and development and improvement programme (4.5 days)</p> <p>Supervisory, leadership or management qualification.</p> <p>ECDL or equivalent</p>	Application form and Interview
EXPERIENCE		
Essential	Desirable	Assessment Method
<ul style="list-style-type: none"> Significant post registration experience at Specialist Biomedical Scientist level or equivalent in Immunology Experience of using instrumentation and specialised techniques within Immunology 	Evidence of change management	Application form and Interview

<ul style="list-style-type: none"> Method validation and verification expertise 		
PERSONAL ATTRIBUTES		
Essential	Desirable	Assessment Method
<ul style="list-style-type: none"> Good written and verbal communication skills Good interpersonal skills Manual dexterity for procedures where precision is required Basic keyboard skills Planning and organising skills <ul style="list-style-type: none"> Hardworking & highly motivated Flexible attitude to working practices Demonstrates a responsible and mature approach to work and colleagues Ability to work under pressure Work as part of a team and on own initiative <ul style="list-style-type: none"> Awareness of external and internal environment in which the department operates Able to work on a rotational basis in different sections of laboratory 	<p>IT literate in all modules in Microsoft Office</p> <p>Evidence of leadership skills</p>	<p>Application form and Interview</p>

General Requirements:

Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust e.g. Freedom to Speak Up – Raising Concerns (Whistleblowing) Policy in order that these can be brought to the Trust's attention immediately.

3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

4. No Smoking

All Health Service premises are considered as non-smoking zones; the post-holder must familiarise themselves with the Trust's Smokefree Policy (G35)

5. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

6. Equal Opportunities

The Trust believes that all staff have a responsibility to make every contact count. This is to ensure that we are able to reduce health inequalities to the people we deliver services to and to our employees in our goal to deliver seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

7. Infection Control

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

8. Safeguarding Children and Adults

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager during the SDR process their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities they are expected to seek advice from the safeguarding teams.

HR Use Only

Job Reference No:



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APPENDIX 2

PROFILE SUPPLEMENT

This Role Involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting weights/objects between 6-15 kilos			X			
Lifting weights/objectives above 15 kilos		X				
Using equipment to lift, push or pull patients/objects			X			
Lifting heavy containers or equipment		X				
Running in an emergency		X				
Driving alone/with passengers/with goods		X				
Invasive surgical procedures		X				
Working at height or in a confined space		X				
Concentration to assess patients/analyse information		X				
Response to emergency situations		X				
To change plans and appointments/meetings				X		

depending on the needs of this role						
Clinical interventions		X				
Informing patients/family/carers of unwelcome news		X				
Caring for terminally ill patients		X				
Dealing with difficult family situations		X				
Caring for/working with patients with severely challenging behaviour		X				
Typing up of formal minutes/case conferences		X				
Clinical/hands on patient/client care		X				
Contacts with uncontained blood/bodily fluids	X					Blood, Urine, CSF
Exposure to verbal aggression		x				
Exposure to physical aggression		x				
Exposure to unpleasant working conditions dust/dirt/fleas		x				
Exposure to harmful chemicals/radiation		x				
Attending the scene of an emergency		x				
Food preparation and handling		x				
Working on a computer for majority of work	x					
Use of road transport		x				

