Job Description

Title: Biomedical Scientist

Grade: BMS1 (Agenda for Change Band 5)

Base: **Biochemistry**

Accountable to: Head of Department and BMS4, through the appropriate staff structure (refer to Organisational Chart)

Job Summary:

The clinical laboratory team provides a High Quality Specialist Diagnostic Service to improve the Health Care of the people of South of Tyne and Wear.

As part of the team the post holder will have developed knowledge, experience and competency in diagnostic techniques and must have Health and Care Professions Council (HCPC) State Registration. Registration enables the post-holder to work unsupervised. It is a primary role of the post to provide advice to clinical users of the service regarding test requirements and expected turnaround times. The post holder will be expected to further develop knowledge and skills of the specialist diagnostic techniques of the ***Biochemistry*** department.

Key areas of Responsibility

Professional

- Act in a way that promotes patient care and maintains the integrity of the Department in line with Institute of Biomedical Science (IBMS) Code of Conduct.
- Maintain and promote the professional image of South of Tyne and Wear Pathology Services and Gateshead Health NHS Trust.
- Maintain patient confidentiality at all times in line with the Trust Information Management and Technology (IM&T) Information Security Policy.
- Work unsupervised in compliance with the Laboratory Standard Operating Procedures and Health and Safety Policies.
- May be required to comment on policies and procedures as part of service development

- Follow good laboratory practice in line with professional guidelines, accreditation and regulatory standards.
- Work within the Terms and Conditions of Employment of your Trust Contract.
- Report incidents, accidents and defects according to Trust and Directorate guidelines.

Department Service Provision

- Provide and receive routine information verbally, in writing and electronically to inform clinical users of the service, patients, the public or other external contacts
- Communicate with the users of the service and colleagues regarding
    - Results
    - Additional tests
    - Analytical requirements
- Develop skills to perform highly complex analysis of routine and urgent clinical samples in accordance with laboratory procedures using specialist optical, manual, semi-automated and fully automated laboratory equipment.
- Participate in the laboratory rotation through appropriate areas of the department.
- Carry out maintenance and preparation of reagents and equipment, including stock control, as specified in Standard Operating Procedures.
- Measure and monitor the accuracy and imprecision of laboratory investigations using appropriate quality control procedures
- Undertake technical validation of results from laboratory investigations
- Participate in stock control and management
- Carry out corrective action when the quality control procedures indicate loss of performance
- Plan and organise their work within the demands of the team
- Maintain good work relations with all members of staff, and to promote effective teamwork
- Participate in the regular review and update of the Laboratory Standard Operating Procedures as directed by the Departmental Quality Manager or Deputy
- Be responsible for the validation and release of abnormal laboratory results for the clinical care of patients in line with departmental policies and procedures.

- Interpret technical validity of laboratory results and take appropriate actions in line with departmental policies and procedures.
- Order and interpret follow-up laboratory procedures as indicated from the primary set of laboratory results on the patient.
- Add technical comments as appropriate to the laboratory report prior to validating the results.
- Add interpretive comments as appropriate to the laboratory report prior to authorising the release of the results.
- Refer clinically significant results for a second opinion from an appropriate Consultant/Clinical Scientist or senior member of staff.
- Inform the requester of any clinically significant result or any technically invalid result that requires further action in line with departmental policies and procedures.
- Undertake method and laboratory instrument evaluation as directed by the Departmental Quality Manager or Deputy.
- Referral of samples both within and out with the department including the monitoring and follow up of outstanding results
- Participation in the Department's 24/7 service, which includes working alone and through the night as deemed necessary for service delivery by the Departmental Manager.
- Contribute to the Departmental delivery of specialised Patient-Focused Clinics requiring dedicated staffing allocation
- Contribute to the delivery of the Near-Patient Testing analysis service as appropriate
- Provision of information for Multi-Disciplinary Meetings as appropriate
- Use other Directorate's equipment and facilities as appropriate
- Contribute to the provision of materials, advice and support for the Clinical Users of the service

Laboratory Informatics

- Enter and retrieve Patient data using the Laboratory Information System.
- Comply with local and national policies for the safe, secure and confidential processing, and storage of patient and other laboratory data.
- Use the Laboratory Information System according to the authorised procedures and policies.
- Maintain the integrity and accuracy of laboratory databases
- Extract, manipulate and statistically analyse data as appropriate
- Enter test results into the Laboratory Information System in line with departmental policies and procedures.

- Ensure that laboratory records are kept up to date and stored safely to ensure compliance with good work practices required for the standards of accrediting and regulatory bodies.
- Carry out complex IT processes to facilitate the analytical process

Human Resource/Line Management

- Participates in the training and demonstration of laboratory procedures to new or less experienced personnel from within and outwith the department

Budgetary/Financial Management

- Observes a personal duty of care in relation to the equipment and resources used in course of work.

Education, Development and Training

- Maintain State Registration with the Health and Care Professions Council.
- Achieve appropriate levels of competence required by laboratory Competency Assessment Program.
- Maintain professional knowledge via Continuing Professional Development (CPD).
- Supervision, training, development and competence assessment of trainee BMS and biomedical support staff as directed by the Departmental Quality Manager or Deputy and Departmental Training Officer.
- Act as mentors for Trainee Biomedical Scientists and other support staff.
- Contribute to requirements of non-laboratory staff attending the department.

Health and Safety

- Work in line with Trust and Directorate Health and Safety Policies and Procedures.
- Attend all mandatory Health and Safety training sessions.
- Keep the workplace and workbenches clean and tidy.

Nature and Conditions of Work

- There is a requirement for sitting/standing at equipment, benches and/or microscopes for prolonged periods of time.
- A high degree of accuracy is required for fine adjustment of sensitive equipment.
- A high level of concentration is required to process laboratory samples and respond to frequent interruptions e.g. urgent requests for information/results.
- Daily exposure to body fluids, blood, fresh tissue, infective agents and hazardous chemicals.

Quality Management

- Understand and adopt the principles of the Laboratory Quality Management System.
- Produce and review Departmental Standard Operating Procedures
- Contribute to the departmental External Quality Assurance schemes as appropriate
- Participate in process and service audits as directed by the Departmental Quality Manager or Deputy

Clinical Governance

- Understand and contribute to the Trust and Directorate Clinical Governance initiatives.
- Participate in clinical audits as directed by the Departmental Quality Manager or Deputy

Research and Development

- Assist in the compilation of information for reports and publications on the work of the department, including research projects as directed by the Departmental Quality Manager or Deputy

SoTW Clinical Pathology Services

fileconv-6148657.docBiomedical Scientist

	ESSENTIAL The qualities without which a post holder could not be appointed	**DESIRABLE** Extra qualities which can be used to choose between candidates who meet all the essential criteria	Method of Assessment
Qualifications	Accredited BSc in Biomedical Sciences or equivalent, HCPC Professional Registration	Post Graduate Diploma, Working towards IBMS Specialist portfolio, MSc or equivalent	Health and Care Professions Council (HCPC) Certificate
Experience	Pathology laboratory experience	Experience of a range of laboratory techniques. Experience in discipline specific processes.	Training Portfolio Interview Application Form References
Skills	Ability to communicate information to clinicians, staff and others. Ability to supervise and train others. Able to use equipment and resources appropriately and cost effectively. Hand eye co-ordination and accuracy for processing material on slides, fine adjustments to specialist equipment.	Understanding of clinical governance processes, clinical audit and achieving quality targets. Delegation skills.	Interview Application Form References Skills assessment
Knowledge	Knowledge of laboratory procedures to graduate level or equivalent acquired through CPD, short courses and ongoing training. Understanding of Laboratory Health and Safety and the importance of Internal Quality Control, External Quality Assurance Schemes.	Knowledge of accrediting and regulatory bodies, Quality Management Systems, Audit and Statistical Analysis	Interview Application Form References
Personal Attributes	Composed and professional disposition. Team-member Support peoples equality, diversity and human rights. Ability to adapt quickly and efficiently	Demonstrated personal development Team leading/management skills	Interview Application Form References
Special Requirements	Computer literate – capable of utilising complex proprietary information systems and generic software. Flexibility in working pattern in line with changing service requirements.	International Computer Driving Licence. Ability to differentiate colour.	Interview Application Form References

Gateshead Health NHS Foundation Trust employment standards:

Control of Infection

All staff have a duty to provide a safe environment by considering adherence to infection prevention and control as an integral part of their roles and responsibilities. The individual roles and responsibilities for staff are outlined in the Trust's Control of Infection policy (IC 1). There should be specific discussion of control of infection within the KSF/Appraisal process and as a minimum all staff must demonstrate good hand hygiene and practice and support the Clean Your Hands Campaign.

Privacy & Dignity & Respect and Equality of Opportunity

The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

Professional Code of Conduct (if appropriate)

To abide by the Code of Practice of the appropriate Professional body as published by the relevant regulatory bodies (HCPC, IBMS).

Code of Conduct for Senior Managers (if appropriate)

To adhere to the Code of Conduct for NHS Senior Managers.

Confidentiality and Safeguarding Responsibilities

"Members of staff are expected to:
prevent harm or abuse through the provision of high quality care;
undertake the appropriate level of safeguarding training relevant to their role and responsibilities;
take action to identify and prevent harm from happening, and respond when it is suspected that abuse has occurred or is at risk of occurring;
protect others by using the appropriate reporting mechanisms within the Trust;
seek advice and guidance where necessary from the named doctor or nurse responsible for safeguarding children or vulnerable adults".

Signed:	**(Job Holder)**
Date:	
Signed:	**(Manager/Head of Service)**
Date:	

Appendix 1

Note to Managers: - Please complete this form clearly, providing as much information as possible to candidates.

Risk Assessment Indicators for the post

	DUTIES AND RISK FACTORS OF THE POST	Yes	*No*
1.	Exposure Prone Procedures (EPP's)*	☐	☒
2.	Manual Handling Operations	☒	☐
3.	Dust, Dirt, Smells	☒	☐
4.	Chemicals, Fumes or Gases (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs)	☒	☐
5.	Patient Contact	☒	☐
6.	Babies/Children Contact	☐	☒
7.	Food handling / Preparation	☐	☒
8.	Driving	☐	☒
9.	Fork Lift Truck Driving	☐	☒
10.	User of Display Screen Equipment	☒	☐
11.	Noise	☒	☐
12.	Infestation	☐	☒
13.	Blood and Body Fluids/Waste/Samples/Foul Linen	☒	☐
14.	Excessive Cold	☐	☒
15.	Excessive Heat	☐	☒
16.	Inclement weather	☐	☒
17.	Radiation	☐	☒
18.	Laser Use	☐	☒
19.	Working at Heights over 2 metres	☐	☒
20.	Confined Spaces	☐	☒
21.	Vibration i.e. Power Tools	☐	☒

22.	Using machinery with moving/exposed parts	☒	☐
23.	Shift work	☒	☐
24.	Use of latex products	☒	☐
25.	Physical violence / aggression	☐	☒
26.	Any other hazards please specify	☒	☐
27.	**Other**	☐	☒

If any hazard is identified above please give details below.

Hazards Identified:-

Daily exposure to body fluids, blood, fresh tissue, infective agents and hazardous chemicals

Exposure to sharps.

*Definition of Exposure Prone Procedures (EPP's)

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient's open tissues to the blood of the HCW. These procedures include those where the HCW's gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patients open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.