

We care
We respect
We listen



Stockport
NHS Foundation Trust

A photograph of three NHS staff members walking towards the camera. They are wearing blue NHS uniforms. The woman on the left is smiling, the woman in the middle is smiling, and the woman on the right is looking slightly to the side. The background is a blurred NHS building.

Stockport NHS Foundation Trust **Job description and person specification**

Locum Consultant clinical scientist

Making a difference every day

www.stockport.nhs.uk

About Us

Stockport NHS Foundation Trust provides services at Stepping Hill Hospital, and other specialist centres, as well as community health services for Stockport. We are no ordinary trust. We hold a unique position in the region as a leading provider of specialist services, a leading employer. We are an employer of choice, as well serving the community, as well serving the community, as well serving the community.

Our Values

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We supply
deliver o

Making a

We care
about

Each other

Our patients and their families

The communities we
serve

The environment

We support them and deliver on our promises

We respect

Each other

Our patients and their families

Our partners

We are kind and helpful,
and we expect the same
in return

We listen
to

to

Each other

Our patients and their families

Our partners

We act and learn from what we hear

Manchester, healthcare for from other emergency fast sector of urology and

- to ensure

Making a difference every day

Membership

We use our position as an NHS Foundation Trust to strengthen our ties with the local community. We have a large membership and we always encourage people to join our Trust as members. Members are kept informed of what is happening in the Trust and their advice is sought on ways we can improve the effectiveness and responsiveness of our services

Job Title: Locum Consultant Clinical Scientist - Biochemistry	AfC Reference No:
Division: <i>Clinical Support Services</i>	Band: 8c
Hours or Programmed Activities: 1 day per week	Base: Biochemistry Stepping Hill Hospital
Professionally Accountable to: To the Clinical Director for Laboratory Medicine	
Responsible for: Biochemistry pathology service provision	
Proposed Job Plan: duties of Consultant Clinical scientist Biochemistry	
Job Plan Template: N/A	
Organisation of Medical Administration <div style="text-align: center; margin-top: 20px;"> <pre> graph TD A[Associate Medical director] --> B[Clinical Director] B --> C[Clinical lead] C --> D[Consultant clinical scientist] </pre> </div>	

The Work of the Department

(i) The Laboratory

The main laboratory houses the Blood Sciences department, Cellular Pathology and Microbiology Departments and is situated on the Stepping Hill site. The Directorate has ISO 15189:2012 accreditation.

The main laboratory buildings are a mixture of the old and new and there has been considerable radial expansion over the years.

The laboratory uses the Telepath Laboratory Management System although this is to be replaced in 2024/25. An electronic mailing system for the transmission of results to GPs has been installed and electronic ordering is the norm. Electronic ordering and reporting is also in operation throughout the hospital.

The laboratory has an internet site which can be found at www.labmedservices.stockport.nhs.uk

All members of staff receive induction training and yearly mandatory updates.

Stockport NHS Foundation Trust has a proactive system to enable remedial action and learning to occur from the reporting of adverse incidents via the Datix system.

There is a well-established Clinical Directorate system in Stockport and the Directorate of Laboratory Medicine is part of the Clinical Support services. A Medical Director represents medical interests on the Trust Board; Dr Loughney hold this post.

The post of Clinical Director in Laboratory Medicine is currently held by Dr Shailesh Agrawal, Consultant Histopathologist. The Clinical Director is accountable to the Chief Executive of the Trust and in turn he has managerial responsibility for all departments within the laboratory. The Clinical Director is responsible for annual consultant appraisal and job plans. Clinical responsibility for the individual sub-departments lies with the Consultants concerned and the Biomedical Scientific Staff are responsible for their work to their individual Consultant Leads. There is a quality manager, Ms Lynne Wareing, who oversees and manages the quality agenda. Blood Sciences also has a Quality officer who primarily looks after ISO audits but also helps with Clinical Audits.

The Clinical Director has overall responsibility for the clinical management of the department (including Health and Safety and Governance issues). The Biochemistry Consultants, Technical Heads, and senior staff meet bi-monthly to discuss lab issues.

(ii) The Clinical biochemistry Department

The Department is a Section within the Blood Sciences Department which includes Haematology and Blood bank. Over all we provide a comprehensive Blood Sciences service for the Trust and the GPs of Stockport, Buxton and High Peak.

Consultants in Haematology are managed under the Medicine division however the appointed Clinical Lead for Laboratory Haematology is Dr Sayee Chirputkar.

The Trust is a good size and the Pathology Department works very closely with all users of our service. This allows the Department to be responsive and proactive with required changes to the service. Regular

interaction is required with all service users however these predominately tend to be Primary Care, ED, Acute and General Medicine, Paediatrics, Gastroenterology, Rheumatology, Haematology, Cardiology and Diabetes/Endocrinology. As well as providing general Haematology and Biochemistry services we also provide ANA screening, calprotectin and TTG. We also support the Mental health service which is provided for by Penning Acute Trust at Stepping Hill.

The department is keen to alter the service provided, by bringing in new tests where there is the clinical need and hopefully associated cost improvement, or deciding to refer new tests away if this is a better option.

The Clinical Lead for Blood Sciences and Biochemistry is currently Mr S McCann. The Clinical Lead post is usually held for three years and reviewed yearly thereafter. The structure of the Departmental Technical Management is detailed below.

Annual, professional and study leave will be covered within the consultant establishment. It is Trust policy that 30 days professional and study leave may be taken over a rolling three year cycle with agreement of the Clinical Director.

The laboratory information system is telepath, current equipment in Biochemistry is provided by Siemens with 2 x ADVIA APT 2400 and 2 x ADVIA Centaur XPTs which are both tracked on the ADVIA WorkCell with 2 sample managers and a standalone Sarstedt PVS 1625 recapper/aliquoter; the main interface is Centralink. Other equipment includes Werfen Bioflash, sebia electrophoriseis, osmometer and a Uvicon spectrophotometer for CSF xanthochromia,

The Point of Care contract is with Roche and uses Cobas IT as the main interface. The main POCT equipment is blood gases, blood glucose, ketones, urinalysis and urine pregnancy testing. The results are directly uploaded to Web results via Cobas IT and Telepath.

The department serves the hospital as well as the local surrounding GP's and community. Blood Sciences received 850,000 samples on which 4.5 million tests were performed in 18/19. The majority of test are performed on site with 28,000 (3.3%) requests referred to other laboratories.

Current staff within Biochemistry and POCT consists of 2 x Consultants, 1 x Senior Clinical Biochemist, 1.0 BMS – Technical Head of Biochemistry, 3.0 BMS – Team Leaders, 7.8 – BMS Specialists, 5.4 – BMS, 0.85 - Associate Practitioners and 20.27 - Medical Laboratory Assistants across Blood Sciences and sample reception.

BMS and MLA staff participate in a 24/7 shift pattern.

Microbiology and Cellular Pathology are on site.

The total budget for the department is £3,600,000 (excluding Consultants salaries). This comprises £2,300,000 pay costs and £1,300,000 non-pay costs. We currently do 6.8 millions tests per annum.

The Job itself

(i) Title

Locum Consultant clinical scientist - Biochemistry

(ii) Relationships

Employing authority - Stockport NHS Foundation Trust

Consultant colleagues in the Directorate of Laboratory Medicine:

Mr S McCann	Consultant Clinical Biochemist/Clinical Lead
Dr S Harris	Consultant Clinical Biochemist/POCT lead
Dr S Agrawal	Consultant Histopathologist / Clinical Lead/ Clinical Director
Dr M Dafalla	Consultant Histopathologist / Cytopathologist
Dr S Hassan	Consultant Histopathologist / Cytopathologist
Dr U Hatimy	Consultant Histopathologist / Cytopathologist
Dr R Saravana	Consultant Histopathologist / Cytopathologist
Dr G Udall	Consultant Histopathologist / Cytopathologist
Dr Yen Xi Low	Consultant Histopathologist / Cytopathologist
Dr Raveen Koghar	Consultant Histopathologist / Cytopathologist
Dr L Radhakrishnan	Consultant Histopathologist/ Cytopathologist
Dr B Faris	Consultant Microbiologist / Clinical Lead
Dr D Scarr	Consultant Microbiologist
Dr Haj	Consultant Haematologist (Under Medicine & Clinical Support)
Dr Chirputkar	Consultant Haematologist (Under Medicine & Clinical Support)
Dr Dukka	Consultant Haematologist (Under Medicine & Clinical Support)

(iii) Accreditation

Prospective candidates for the post should have obtained FRCPath or a recognised equivalent.

Job Description

Title

Consultant or Principal Clinical Scientist (Clinical Biochemistry)

Relationships

Employing authority - Stockport NHS Foundation Trust

Hours

7.5 hours AFC per week. Some of the post can be working for home when agreed with the Clinical Lead.

ACCOUNTABLE AND RESPONSIBLE TO: Pathology Clinical Director

Key Relationships: Users of the of the laboratory service, all Laboratory Staff, Admin and Clerical staff, Professional and accreditation bodies.

Job summary

A part-time Consultant/Principal Clinical Scientist in Clinical Biochemistry is required:

- To provide clinical expertise and advice to those using the Clinical Biochemistry Service. Follow appropriate trust Clinical Governance and help deliver improved outcomes to patients using the Clinical Biochemistry Service.
- To assist in providing a comprehensive scientific service (analytical and interpretative) by the Clinical Biochemistry Department to nationally accepted standards, and to work under the delegated authority of the Clinical Lead to fulfil the UKAS standards.
- To assist in service delivery of a broad range of complex, specialised and non-routine analyses.
- When advised to take a role in audit, service development and in the delivery of improved clinical outcomes.

DUTIES AND RESPONSIBILITIES

Leadership and Management

1. To deputise for the Clinical Lead and Consultants as required.
2. To provide clinical leadership of the Clinical Biochemistry service within the context of patient centred care as identified by national priorities, established standards of practice and the needs of the Trust.
3. To contribute to the strategic planning of the Department of Blood Sciences and the Pathology.
4. To provide clinical and scientific leadership and training of staff within the Blood Sciences Department.
5. To demonstrate effective leadership and communication within Clinical Biochemistry and motivate others to deliver optimum quality and service improvement.

6. To discuss local implementation of relevant national policy and guidelines.
7. To contribute in active management in the Clinical Biochemistry Senior Management Team and contribute to the business management process and documentation of strategies, policies, procedures and user information for services provided by the Clinical Biochemistry Department.
8. To work closely with the Blood Sciences Technical Heads in operational charge of the Clinical Biochemistry and Haematology service to optimise service delivery.
9. To be follow policy and procedural documentation in Clinical Biochemistry required for the laboratory to achieve and maintain full UKAS accreditation status.
10. To work with the Biochemistry manager and advise if needed regarding the selection and procurement of equipment and analytical methods used in the Clinical Biochemistry laboratory.
11. Ensure competence in areas of practice.

Clinical

1. To offer clinical guidance and scientific advice and assistance to clinicians on the selection, performance and interpretation of clinically relevant tests in order to facilitate the diagnosis, treatment, monitoring and understanding of disease.
2. To offer consultant clinical expertise and advice to hospital clinicians, general practitioners and external users of the Clinical Biochemistry service.
3. The post holder will interpret highly complex clinical and pathological data and be responsible for the clinical authorisation of laboratory reports.
4. To be responsible for the creation, implementation and review of evidence based clinical guidelines in conjunction with other consultant colleagues and clinical users.
5. To participate in ward rounds and clinical discussion meetings as required, giving advice on selection, availability and interpretation of biochemical tests if required.
6. To participate in meetings with clinical users of the Clinical Biochemistry service and contribute to discussions regarding service delivery.
7. To prepare and present clinical cases at departmental, regional and national clinical meetings.

Scientific and Technical

1. To maintain up to date specialist expertise and knowledge of scientific developments in Clinical Biochemistry. To ensure that such knowledge is systematically passed on to other staff, where appropriate.
2. To provide expertise in the selection and development of analytical methods employed and to maintain full awareness of their reactions, limitations and causes of interference or error. This knowledge is essential for the validation of reports, identifying errors and explaining anomalous results to clinical staff.
3. To critically evaluate analytical methods and equipment prior to introduction and maintain at highest possible standards within the resources available.

Education and Development

1. To participate in the induction, training and education of laboratory staff, medical staff (undergraduate and postgraduate) and other healthcare professionals.
2. The post holder will participate and adequately complete continuing professional development.
3. To develop and maintain knowledge and skills appropriate to the grade

Quality and Clinical Governance

1. The post holder will work to all quality and medico-legal requirements including accreditation to national standards. This will involve working with BMS staff to maintain all relevant documentation to the required standard within their area of responsibility.

2. To review performance, Internal Quality Control (IQC) and External Quality Assurance (EQA), of analyses performed in Biochemistry when needed and work closely with staff in the section and the Quality Control Officer to ensure that designated procedures are followed and problems rectified.
3. To initiate and participate in clinical audit in accordance with the department and Trust requirements if needed.
4. The post holder may need to create and develop protocols with the aim of providing best practice.
5. To report incidents and if needed assess policies and practices.
6. To assess and if needed refer relevant investigations to other laboratories and ensure the reporting of results from these investigations.

Liaison and Communication

1. To liaise with a range of staff both within the Hospital and the wider health community (e.g. staff from other laboratories, clinical staff, managers, GPs and community nurses, patients and the public) regarding organisational, analytical and interpretative aspects of work carried out by the laboratory.
2. To liaise with the Quality Managers and the Department's Senior Management Team regarding service, organisational and managerial issues, including those relating to UKAS accreditation.

Information Technology

1. To be competent in the use and application of all information systems in use in the laboratory.
2. To comply with the requirements of the Data Protection Act.

Indicative Job Plan

The job plan will evolve in conjunction with the Clinical Lead around the needs of the service. The hours are 9am to 17.30pm.

The exact job plan will be agreed with the Clinical Director or Clinical Lead within three months of the successful candidate commencing work at Stockport. Any dispute that cannot be satisfactorily resolved within the department will need to be debated with the Medical Director and Chief Executive. Job plans are reviewed on annual basis.

Facilities

You will be provided with appropriate working space and IT access/secretarial support.

Informal visits

Arrangements to visit the hospital may be made by contacting:

Mr S McCann
Consultant Biochemist and Clinical Lead
Pathology department
Stockport NHS Foundation Trust
Stockport
SK2 7JE
Telephone: 0161 419 5619

Dr S Agrawal
Clinical Director of Pathology and Clinical lead of Cellular Pathology
Pathology department
Stockport NHS Foundation Trust
Stockport
SK2 7JE

PERSON SPECIFICATION

Post Consultant/Principal in Biochemistry
Trust Stockport NHS Foundation Trust
Hospitals Stepping Hill Hospital, Stockport

	Essential for the Post	Desirable for the Post
Professional qualifications and training	Registration with the Health and Care Professions Council (HCPC) FRCPath by examination in the specialty, or evidence of equivalent qualification, or evidence of experience and achievement at the similar level	PhD in a relevant specialty or other relevant higher degree
Training	Previous appointments that provided relevant clinical training	
Experience Clinical Management / Audit	Enquiring, critical approach to work. Caring attitude to patients. Experience of clinical audit and knowledge of the principals of clinical governance. Awareness of the managerial role of a consultant in NHS	An understanding of NHS management responsibilities of senior staff. Attendance at an appropriate management course.
Research / publications		Should be able to demonstrate research experience
Professional interests	Commitment to continuing medical education. Willingness to undertake additional professional responsibilities at local, regional and national levels. Knowledge of up-to-date literature.	Membership of appropriate professional society(ies)
Professional skills Communication Supervision and Leadership Teamwork Values and Behaviours	Ability to communicate and liaise effectively with patients and relatives and with colleagues of all disciplines both verbally and in writing. Knowledgeable about equality and diversity. Ability to demonstrate integrity and responsible behaviour. Ability to work to deadlines and under pressure. Should show an aptitude to developing leaderships skills to lead teams Should be able to demonstrate ability to be able to work as part of a multidisciplinary team.. Exhibit behaviours consistent with the key values of the organisation.	Experience of staff supervision
Physical requirements General Health Any disabilities that could not be accommodated	Satisfactory clearance from the Trust's Occupational Health Physician Free from disabilities or illness that would prevent performance of required duties. .	