

Specialist Biomedical Scientist JOB DESCRIPTION

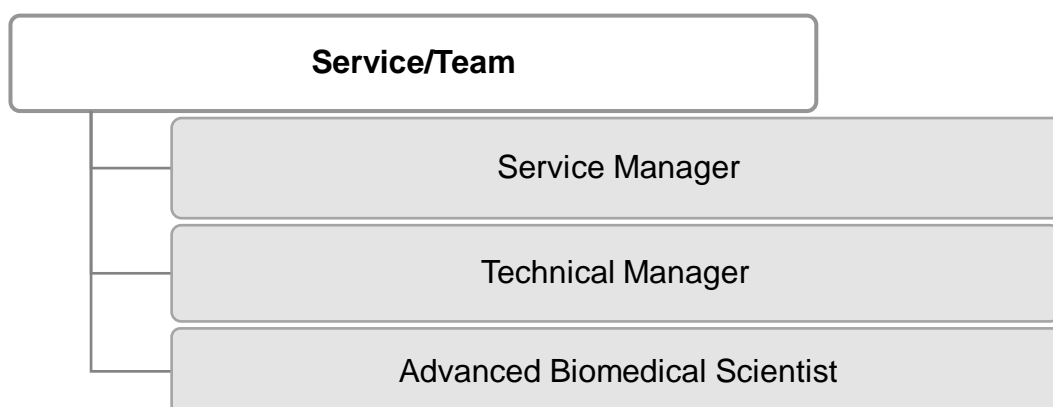
Job Title:	<i>Specialist Biomedical Scientist</i>
AfC Band:	<i>Band6</i>
Directorate/Service:	<i>Cellular pathology</i>
Accountable To:	Discipline Service Manager, Technical Manager
Responsible To:	Advanced Biomedical Scientists
Base Location:	Oldham
On-Call Requirement:	No
AfC Job Code:	Add Job Code

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

The post holder will act as an experienced specialist State Registered Biomedical Scientist to provide continuous and comprehensive Pathology service as an aid to effective diagnosis and treatment of patients. They will assist in the day to day provision of a high quality, cost effective clinical service and to assist in the development of the service in line with departmental objectives. To carry out the technical and specialist investigations in the department. To carry out routine maintenance and problem solving on analysers and equipment. To assist more senior Biomedical Scientists in the supervision and training of new staff, including trainee Biomedical Scientists, Medical Laboratory Assistants and Pathology Support Workers. They may take charge of a section of work, take responsibility for authorisation of results and supervision of unqualified staff. They will be required to work autonomously.

Key Role and Responsibilities

Main Tasks & Overview of Responsibilities

Communications and Relationships

1. Answer telephone calls from wards, departments, General Practitioner Surgeries, patients and the general public and deal with them according to policy and protocol.
2. Use the laboratory computer to retrieve results in response to enquiries.
3. Offer advice to service users when appropriate about sample types, diagnostic requirements and, if required, explanations of the use of tests and results, referring more complex enquiries to senior or clinical staff.
4. Patients with communication difficulties and barriers to understanding (e.g. stroke patients or when English is not the first language) must be dealt with sensitively.

Analytical and Judgmental Skills

As required the post holder will be proficient to:

Specimen collection, registration and preparation

1. Receive patient's specimens, from wards, clinics, General Practitioners and their surgeries and the General Public.
2. Sort, identify and assign a laboratory number to specimens.
3. Accurately register patient details, test requirements and information relevant to the specimen onto the laboratory computer.
4. Deal with problem samples according to protocol

Technical Duties

1. Works to a high level of competence across a wide range of specialised manual and automated procedures, techniques and practices in all areas of the discipline.
2. Prepare reagents for automated and manual techniques.

3. Set up and operate automated analytical equipment for routine analyses e.g. biochemical analysers and full blood count analysers.
4. Perform maintenance, calibration of laboratory equipment.
5. Perform internal and external quality control, monitor results and act on any errant data.
6. Maintain, identify, investigate, repair and resolve problems relating to equipment and analytical techniques, informing and referring to senior staff.
7. Perform and report results from techniques that may require highly developed interpretive skills e.g. Microscopy, High Pressure Liquid Chromatography, Electrophoresis, blood films and Blood Cross matching.
8. Technically validate results, to recognise and to communicate urgent and abnormal results that require urgent clinical intervention to the appropriate clinician and/or senior laboratory staff
9. Safely dispose of laboratory waste, clean any spillages and keep working areas clean from hazardous materials, according to laboratory protocols adhering to COSHH (Control of Substances Hazardous to Health) e.g. Body fluids, chemicals.
9. In conjunction with senior staff, undertake specialised and developmental work as required e.g. evaluation of new methods, equipment, techniques and clinical trials.
10. Monitor stock levels of reagents, consumables and initiate basic ordering on behalf of the line manager.
11. File and retrieve materials in manual storage systems (e.g. forms, slides, specimens and blood units).
12. Perform and report interpretive diagnostic tests that require immediate action, and may affect patient treatment, within clinic areas which may be outside the main laboratory area e.g. Anticoagulant clinics.
13. Where direct patient contact is required, in accordance with protocols identify the patient by verbal communication and confirm identity.
14. Maintain patient dignity at all times.
15. Participate in Departmental and Trust Clinical Audit and the Appraisal process.

Planning and Organisational Skills

Responsibilities

1. To adhere to documented departmental Standard Operating Procedures (SOP's) and other protocols that ensure compliance with United Kingdom Accreditation Service (UKAS) standards.
2. To refer problems to more experienced members of staff to ensure that erroneous test results are not reported.
3. To co-operate fully with more senior Biomedical Scientists (BMS) and other staff, to ensure the quality of the service is maintained.
4. To ensure that the Departmental Safety Policy is complied with and that safe working practices are adhered to.
5. Pursue own professional development in accordance with an agreed personal development plan.

6. Attend mandatory training sessions i.e. Fire, Health and Safety, Moving and Handling, etc.
7. Plan and prioritise own work.
8. To work flexibly 24/7 in accordance with Agenda for Change terms and conditions

PERSON SPECIFICATION

Job Title:	<i>Specialist Biomedical Scientist</i>
AfC Band:	Band 6

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> With IBMS accredited Honours Degree or equivalent. 	
Professional Registration	<ul style="list-style-type: none"> HCPC Registered Biomedical Scientist 	
Knowledge, Training & Experience	<ul style="list-style-type: none"> Ability to follow protocols accurately. Ability to multitask Computer literacy Good verbal communication. Good organisational skills Numeracy Must be able to communicate in English to the standard equivalent to level 7 of the international language testing system, with no element below 6.5 Awareness of confidentiality issues. Awareness of health and safety issues. Willingness to undertake the internal departmental training program. Ability to work 24/7 in line with AfC terms and conditions Good attendance record. Attendance in line with Trust Sickness and Absence Policy 	

Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to

themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

Confidentiality and Data Protection

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't
- fostering good relations between people who share a relevant protected characteristic and those who don't
- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.