

**JOB TITLE**  
**BAND**

**Biomedical Scientist**  
**Band 5 (Annex 21)**

**Annex 21**

To undertake an up to 18 month training programme under Annex 21 to complete HCPC Registration portfolio and gain work experience. This will enable the post holder to then undertake all duties and responsibilities as identified within this Biomedical Scientist job description. During the training period, the post holder will be paid at 70% of the top pay step of Band 5 (for Months 1 – 12), and 75% of the top pay step of Band 5 (for Months 13-18) in accordance with Annex 21 of the Agenda for Change Terms and Conditions.

Upon successful attainment of the HCPC Registration, even if sooner than the 18 month allocated timeframe, the post holder will automatically move to the bottom pay step of Band 5 as they will meet the full outline of this role, and therefore be expected to undertake all duties within this Job Description.

*Note : There will be some circumstances where current staff apply for these posts under Category (iii), and their new trainee salary will be below that of their current salary. To aid both the recruitment and development of staff it is recommended that staff across NHS Wales should have continuity of pay for the duration of the training to avoid financial detriment. This should apply when staff take up training posts both within and across NHS Wales organisations. Following this training, the remuneration will be the bottom of the Band, again without financial detriment.*

**Job Summary**

- Provide a comprehensive Biomedical Science service with rotation throughout the entire department in which you are employed (i.e. Biochemistry and POCT, Haematology and Blood Transfusion, Cellular Pathology, Microbiology and Virology services).
- To perform, interpret and validate a range of routine, non-routine, automated, semi-automated and manual Biomedical Science investigations.
- Work autonomously within national legislation, and Health Board policies and procedures. This will be as part of a team participation in out of hours rotas and cross site working where applicable.

**Responsible to**

**Reporting:**

**Accountable:**

**Professionally:**

**Responsibilities and Duties**

**Planning and Design**

Plan and organise own daily workload, being mindful of reporting results within the agreed turnaround time.

**Improvement and Monitoring**

Determine the pathological/clinical significance of diagnostic results and use interpretative skills to assess the validity of laboratory results, where applicable.

Interpret diagnostic laboratory results and take action e.g. authorisation of results, validity of test results, suggesting/ordering follow-up investigations, referring for a second opinion, and informing the requestor/medical staff of clinically significant results.

Keep abreast of developments in Biomedical Sciences and provide suggestions for implementation as appropriate.

Collect data for audits and research & development as required and participate in departmental External Quality Assurance schemes.

Contribute to the review, revision, and update of Pathology Standard Operating Procedures (SOPs) and local processes.

Undertake method and laboratory instrumentation evaluation as required.

Comply with protocols for the preparation, analysis and storage of designated high risk specimens, and disposal of samples and other clinical waste.

**Communication**

Communicate with colleagues and/or clinical staff regarding investigations required, and where applicable explaining results to staff across the Health Board, in line with Departmental Policy.

Communicate sensitive and complex patient results by telephone, adhering to the local policy relating to sharing of results.

Provide test results where appropriate and in line with departmental policy, either by hard copy or via e-links with GP practices as required.

Respond to enquiries to the laboratory, and provide information on such matters as sample requirements for routine and non-routine assays, sample turnaround times, sample timing, reference ranges etc.

**Clinical**

Perform routine diagnostic laboratory investigations and methodologies following departmentally agreed Standard Operating Procedures.

Undertake manual, semi-automated and fully automated laboratory investigations.

Identify and assess risks and hazards encountered and select appropriate hazard control, risk management or elimination techniques in order to maintain a safe laboratory environment for self and others.

### **Finance and Budget**

Carry out operative maintenance of complex laboratory instrumentation.

Monitor and maintain stocks of reagents and consumables within area of work.

### **Management, Leadership and/or Training**

Maintain good working relationships with all members of staff across the Health Board and promote effective teamwork.

Be proactive in pursuing opportunities for CPD to meet HCPC requirements to maintain registration.

Regularly participate in work-based and self-directed learning activities.

Assist with the training and mentorship of Pathology Support Staff and Trainee Biomedical Scientists.

Supervise Pathology Support Staff and Trainee Biomedical Scientists

### **Digital and Information**

Ensure that records are kept up to date, and stored safely in compliance with best practice and the requirements of BSQR (2005), Human Tissue Authority (HTA) and ISO 15189:2012/ISO 15189:2022, where applicable

Support Point of Care Testing (POCT) systems operated by the laboratory, where applicable.

Utilise the Laboratory Information Management System (LIMS) and input test results, patient demographics, clinical details and assay requests accurately.

## **PERSON SPECIFICATION**

### **Qualifications and Knowledge**

#### **Essential**

BSc. (Hons) Degree Life Science/Biomedical Science.

HCPC Registration.

Knowledge of MHRA, HTA and United Kingdom Accreditation Standards (UKAS).

Knowledge of BSQR (2005), Human Tissue Authority (HTA) and ISO 15189:2012.

**Annex 21**

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**Experience**

Completion of Registration Portfolio for the IBMS Certificate of Competence.

**Skills and Attributes**

IT Literate.

Good communication skills.

High degree of manual dexterity.

Ability to assess priorities.

Good attention to detail.

Ability to work autonomously, and as part of a team.

Aptitude for using complex equipment.

Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh.

**Other**

Ability to travel between sites in a timely manner.

Flexible approach to needs of the service.

Participate in shifts rota, including out of hours.