

WeCare



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them

1. Job Particulars

Job Title	Senior Biomedical Scientist
Reference Number	
Pay Band	Band 7
Location	Pathology (Queen Elizabeth Hospital)
Reports to	Operational Lead
Responsible to	Cellular Pathology Manager

2. Job Purpose

The post holders' primary base will be the Pathology Department at Queen Elizabeth Hospital, Woolwich. However there will be occasions when there will be a requirement to attend any Trust site in the performance of duties within this job description and the post will be rostered between all sections of the Histology Department.

Duties will include complex testing and investigation of clinical samples at a level appropriate to the qualifications and training of an experienced Biomedical Scientist. The post-holder will be expected to take day to day technical charge of a section of the laboratory and to deputise for the Histology Manager as required.

The post holder will be involved in the training and supervision of unqualified departmental staff, and will be expected to participate in a tutoring and mentoring scheme for junior staff members. The post holder will be responsible for the training and supervision of all staff assigned to their section.

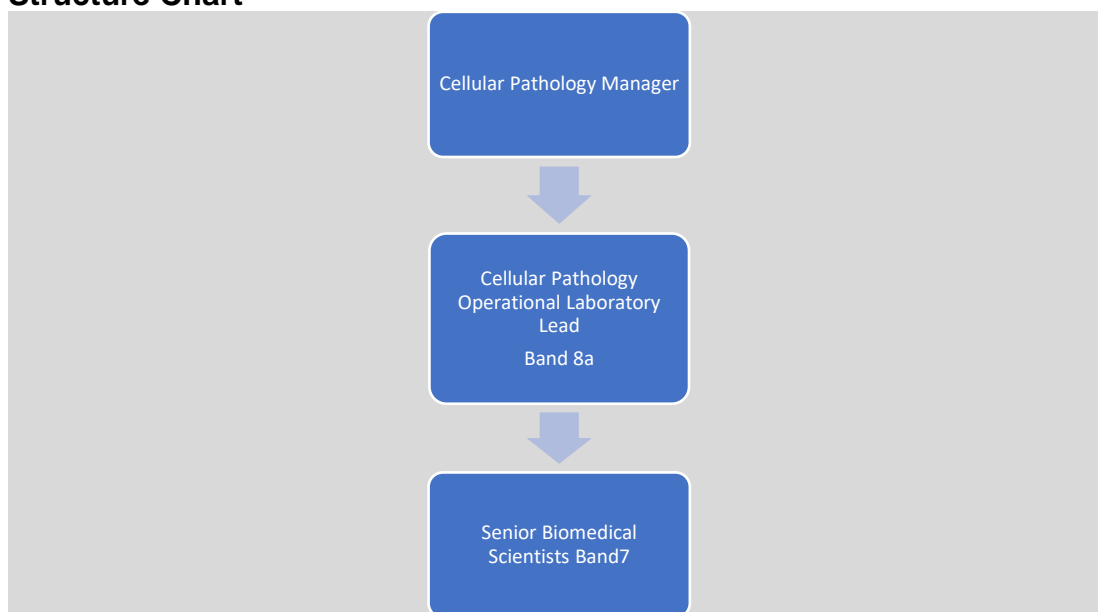
The post holder will ensure that their own participation in the CPD scheme is maximised and will have a personal responsibility to ensure retention of their own state registration.

3. Key Working Relationships

Internal	External
Cellular Pathology Operational & Scientific Leads	External stakeholders and Partners
Lead Clinical, technical and scientific staff	Clinical staff across the Trust ESL site
Partnership Quality, Training, Finance, Procurement, Human Resources and Information System Leads	Visitors to the Department
Clinical Scientists	Company Engineers and Representatives
Biomedical Scientists	

Associate Practitioners & Medical Laboratory Assistants	
Laboratory Consultants and Registrars	

4. Structure Chart



5. Main duties, responsibilities and results areas

Technical and scientific

1. Undertake routine laboratory techniques in line with department standard operating procedures under supervision.
2. To participate in the day-to-day running of the Histopathology laboratory including embedding, microtomy, cryotomy, checking, preparing and filing of slides according to the SOP's.
3. To maintain adequate stock levels of working solutions and consumables.
4. To participate in and undertake specialist aspects of technical work, in areas such as immunohistochemistry, and special staining techniques on a rotation schedule.
5. To liaise, discuss, and pass on information to BMS, medical and secretarial staff on matters relating to the provision of an efficient and safe laboratory service.
6. To undertake specialised aspects of technical work, as deemed necessary.

7. To inform line manager of staff performance levels – by way of competency testing when required.
8. To use the Laboratory Information Management system to enter and extract data in accordance with national and Trust IT data and confidentiality policy and the Data Protection Act 1998. Also To support the commissioning and on-going use of the laboratory information management system (LIMS).
9. To assist clinical staff as appropriate to ensure optimal service delivery
10. To undertake routine operative maintenance on laboratory instrumentation
11. To maintain and update the laboratory protocols of the areas for which the post holder is responsible.
12. To collaborate in the development and evaluation of new equipment, protocols and testing procedures. This will include leading the development and production of revised or new standing operational procedures.
13. To ensure that all internal Quality Control and external Quality Assurance programmes are implemented and maintained for the relevant section(s) and to interpret and act on the results accordingly and ensure that this information is communicated to all relevant members of staff.
14. To ensure that equipment maintenance and consumables contracts in relevant sections, are appropriate to current needs and fit for purpose.
15. To produce statistical analysis, relevant to the section, as required.
16. In partnership with senior staff, to produce, maintain and update all relevant documentation including Standard Operating Procedures.
17. To organise and maintain staff rostering as agreed with the Histology Manager/s.
18. To be responsible for a special function of the departmental services as agreed with line management including training officer and or quality officer within the speciality.

19. To liaise with all other hospital staff as required.
20. To provide support and assistance to the consultant staff, and to encourage and help implement new initiatives in collaboration and negotiation with the consultant staff, BMSs and the secretaries.
21. To participate in the evaluation and implementation of new methodologies and reagents, keeping abreast of current trends which may impact on the service.
22. To cross cover other Senior Histology BMS staff when required
23. Send requests for off-site stored material.
24. To undertake any other duties as agreed with pathology manager or Senior BMS (Histology) commensurate with the grade.

Quality

25. To follow and understand the concepts of Quality Management
26. Follow policies for quality control working to the specified standards.
27. Take corrective action or report to their line manager if work fails to meet the specified standards.
28. Ensure all key performance indicators are met (e.g. TATs).
29. Participates in internal and external quality control
30. Follows risk management and governance policies and procedures.
31. To ensure confidentiality of patient data according to the Data Protection Act1998.
32. To help in maintaining and monitoring all SOP's on a yearly basis
33. To be aware of and work to appropriate accreditation standards (e.g. UKAS, MHRA, HTA etc.).
34. Ensure that risk management and governance policies and procedures are followed.
35. To be aware of and work to appropriate accreditation standards (e.g. UKAS, MHRA, HTA etc).
36. Understands how to record incidents in line with Trust and departmental policy

37. Understands the concept of audit and participates in any appropriate audits
38. In partnership with the Quality Manager, to implement and maintain a Document Control System for the Department of Histology.
39. To assist in the establishment and maintenance of a Quality Management System.
40. In partnership with the Quality Manager, to ensure the establishment and maintenance of an ethos of Total Quality Management within the Department of Histology.
41. To assist in ensuring that the laboratories meet the Quality Management accreditation standards.
42. To liaise with clinical service managers, and other stakeholders to ensure that client requirements are being met by the service provision.
43. To produce an annual User Survey to assess quality of service, and as a result of the findings, to suggest areas for change.
44. To organise regular audits of the service across both departments.
45. To produce statistical information as required by the laboratory service manager, quality manager or the quality management group.
46. To be an active and participative member of a pathology wide quality management group.
47. To assist the Quality Manager in the production of the annual Quality Report for ISO 15189
48. To participate in performing validation/verification and SLA initiation of equipment used.

Management

- 49. Maintain and promote a professional image and standards of conduct.
- 50. To work within the demands of the team.
- 51. To participate in the department's annual Staff Appraisal Programme, including keeping a Personal Development Portfolio.
- 52. To appraise junior members of staff through the department's annual Staff Appraisal programme
- 53. Maintain awareness of Trust and Departmental Policies and their application.
- 54. Participate in recruitment and selection of staff.
- 55. Deputise for line managers as required.

Training

- 56. To train, supervise and mentor MLA, Trainee BMS, Basic Grade BMS and work experience staff, including signing off competencies and providing tutorials and presentations.
- 57. Ensure training records are maintained
- 58. Assist in the induction, and education of staff including the supervision of portfolio compilation and MSc projects.
- 59. To actively participate in the departmental training schemes and any other training, educational and developmental programmes including CPD.
- 60. Maintain knowledge and acquire competence.
- 61. Complete Trust mandatory training
- 62. To support senior staff in ensuring the motivation and development of staff and the maintenance of good technical and professional standards within the department.

Financial

- 63. Monitors stock as required.
- 64. Prevent waste
- 65. Follow Trust Standing Financial Instructions.
- 66. To be involved in the evaluation and selection of new laboratory equipment.

Health & Safety

- 67. Ensures that work is carried out safely is carried out in accordance with departmental policies.
- 68. Escalates non compliances and incidents to line manager.

Research and Development

- 69. Understands the concepts of verification and validation

Infection Prevention and Control

- 70. Adheres to Trust policy and infection control principles and standards to minimise patient risk and ensure high quality patient care.
- 71. Undertakes appropriate training to ensure they, (and their team), have the right skills and are competent.
- 72. Responsible for keeping the environment clutter free, clean and raises issues of concern in the interest of staff and patient safety.
- 73. Ensures high cleaning standards to prevent infection and increase patient's confidence.

6. Working conditions

Criteria	Description
Physical	<ul style="list-style-type: none"> • Keyboard skills required • Communication skills required • The role does not involve a high degree of physical effort • The post holder may spend long periods of time at a computer station or laboratory bench • The post holder may be required to travel between different Trust sites
Emotional	<ul style="list-style-type: none"> • Exposure to staff management which may involve dealing with sickness management, performance management, discipline and grievance, and difficult change management issues. • • On rare occasions staff may be exposed to emotionally distressed patients, their relatives or referrers • Post holder is expected to be able to work under pressure during periods of high workloads
Working Conditions	<ul style="list-style-type: none"> • The post holder will work in all laboratory areas • The post holder may experience some unpleasant smells in the laboratory and noise from equipment. The environment is busy and crowded • The post holder may be required to share equipment and desk space with colleagues • Exposure to patients that may have communicable diseases (compliance with Trust Infection Control Policies is expected) • Exposure to body fluids and human tissue samples (compliance with Trust Infection Control Policies is expected)
Mental	<ul style="list-style-type: none"> • The post holder requires high levels of concentration when completing duties that may involve interruptions • The post holder will require stamina during busy peak periods to complete duties.

7. Person Specification

Domain	Essential Criteria	Desirable Criteria
Experience	<p>At least five years post registration diagnostic experience in histopathology.</p> <p>Knowledge and skills in routine and specialist Histology procedures.</p> <p>Experience of supervising and working in a team.</p> <p>Experience of working in NHS environment, under UKAS: ISO 15189 standards.</p> <p>Experience of working to deadlines.</p>	<p>Experience of effectively managing staff.</p>
Skills	<p>Extensive computer skills.</p> <p>Able to follow Standard Operating Procedures.</p> <p>Supervisory and training skills</p> <p>Able to undertake specialist histopathology laboratory techniques.</p> <p>Able to work to deadlines with accuracy.</p>	

	<p>Excellent numerical and literacy skills.</p> <p>Able to effectively communicate scientific principles to junior staff</p>	
Knowledge	<p>Good knowledge of histopathology theory and practice.</p> <p>Good interpersonal skills, able to build and develop working relationships with colleagues within and outside the Trust.</p> <p>Working knowledge of data security and confidentiality.</p> <p>IT Literate including use of Microsoft word, data analysis and use of Laboratory Information Management System.</p> <p>Health & Safety legislation.</p> <p>Knowledge of quality assurance.</p> <p>Good knowledge of Quality</p>	

	<p>Management System.</p> <p>Knowledge of current requirements for training and career progression.</p> <p>Knowledge of basic management techniques</p>	
Qualifications	<p>A-levels in Science, GCSEs in Mathematics, English at C grade or above</p> <p>MSc in appropriate specialty</p> <p>Degree in Biomedical Science (IBMS Accredited) or equivalent</p> <p>HCPC registration</p>	Specialist Portfolio
Other	<p>Good verbal communication skills</p> <p>Able to work as part of a team or independently, as required.</p> <p>Good interpersonal skills.</p> <p>Very good organisational skills.</p> <p>Ability to work under pressure.</p> <p>Ability to produce high quality work.</p>	<p>Previous NHS experience</p> <p>A commitment to contribute to the health and care of NHS patients.</p> <p>Awareness of scientific developments and modern technology in discipline and how they may influence the future of Pathology.</p>

	<p>Open minded to new technology and techniques.</p> <p>Reliable and trustworthy.</p> <p>Self-motivated.</p> <p>Ability to show flexibility by performing multiple tasks</p> <p>Good hand-eye coordination & manually dexterous.</p> <p>Methodical, precise, numerate Ability to pick up techniques quickly.</p> <p>Cope with large amounts of repetitive work.</p> <p>Highly motivated, innovative and adaptable.</p> <p>Can think clearly and react appropriately under stress while remaining calm.</p> <p>Hold no reservations in handling human body fluids, tissue, organs, or infected material in accordance with Health & Safety policies.</p>	
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	The post holder must be willing to have appropriate vaccinations.	
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About The Pathology Partnership

The NHS East & South East London Pathology Partnership (Pathology Partnership) is being created to form a network across three NHS Trusts: Barts Health (which will become the host), Homerton University Hospital NHS Foundation Trust and Lewisham and Greenwich NHS Trust. The Pathology Partnership will be based on well-established models for pathology networks, with the Royal London Hospital becoming the main hub laboratory for the network and Essential Service Laboratories (ESL) as a minimum at all other Hospital sites.

Pathology is made up of the following services - Blood Sciences including Haematology, Blood Transfusion and Biochemistry; Infectious Diseases including Microbiology and Virology; Cellular Pathology including Histopathology, non-gynae Cytology and mortuary services; Immunology; Cytogenetics and Molecular Haematology; Immunophenotyping; Clinical Transplantation and Retinoblastoma.

The current total operating costs (2020) across the partnership is circ. £111m per annum with a workforce establishment of circa. 800-1000 WTE.

Barts Health

Our group of hospitals provide a huge range of clinical services to people in East London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and

innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

Lewisham and Greenwich NHS Trust

Lewisham and Greenwich NHS Trust is an Acute Trust with a teaching hospital, which also runs community services in Lewisham. We have an income of around £500 million. We serve a population of 600,000 people, employ 6,000 staff and have 855 beds across our two main hospital sites.

The Trust provides NHS services for local people in Lewisham, Greenwich and Bexley. The Trust comprises two hospitals, University Hospital Lewisham (UHL) and Queen Elizabeth Hospital (QEH), as well as 11 different health centres in Lewisham. In addition, we provide some services at Queen Mary's Hospital in Sidcup.

UHL is situated in the heart of Lewisham borough. It is a teaching hospital that obtained university status in 1997 due to the role it played in undergraduate education and research. QEH, located in Woolwich, provides a broad portfolio of primarily acute services for those living in Greenwich and North Bexley.

We have made many improvements since the Trust was formed in 2013, including important clinical developments at our hospitals. At QEH we've developed a new Ambulatory Care Unit and birth centre, centralised pathology, opened a Clinical Decision Unit alongside the Emergency Department and developed a new discharge lounge. Developments at UHL include a new Ambulatory Care Centre, a Rapid Response Laboratory, a Kidney Treatment Centre under construction, additional theatre capacity and expanded stroke services (consolidated from QEH).

Homerton University NHS Foundation Trust

Homerton University Hospital NHS Foundation Trust is a high performing and flourishing organisation serving the population of Hackney, East London, The City and beyond.

The Trust provides general health services at hospital and in the community with staff working out of 75 different sites in the City and the London borough of Hackney.

The Homerton Hospital has almost 500 beds spread across 11 wards including an intensive care unit, maternity unit, paediatric and neonatal wards. The hospital has three day surgery theatres and six main operating theatres for all types of general surgery, trauma and orthopedics, gynaecology, maxio-facial, urology, ENT, obesity, bariatrics and obstetrics.

We are extremely proud of the fact that Homerton Hospital has recently attained the highest possible rating of "Outstanding" from the Care Quality Commission (CQC). This includes an "Outstanding" rating for our Urgent and Emergency Services.

Our integrated Trust provides comprehensive hospital and community health services for its local population and a range of specialist services for a wide group of patients.

These specialist services include obstetrics, neonatology, foetal medicine, fertility, neuro-rehabilitation, bariatric surgery, a sickle cell /thalassemia management centre , sexual health, HIV, anal neoplasia, orthopaedics , infectious diseases, rheumatology and asthma and allergy services.

The Trust is also an active partner in bringing different services together across City and Hackney to provide integrated care closer to home.

Homerton University Hospital NHS Foundation Trust is proud to have been included on the HSJ and Nursing Times Best Places to Work list, and has recently achieved 'Excellence' status in the Healthy Workplace Charter, as awarded by the Greater London Authority.