

Job Title:	Biomedical Scientist
Department:	Histopathology
Grade:	5
Base:	Stanmore
Hours:	37.5 hours (full-time)
Responsible to:	Senior BMS via established line management
Accountable to:	Clinical Lead of Histopathology
Key relationships	Service Manager, Senior BMS, BMS, Associate Practitioner

Job Purpose

To undertake the preparation of histological sectioning of surgical material including bone and other hard tissues.

To undertake a range of tasks within laboratory with the aim of preparing material to assist the pathologists with diagnosis.

To perform a range of tasks that ensures the department works efficiently, safely and conforms to legal and accreditation standards.

The person appointed would be a State Registered BMS with an appropriate qualification (BSc in Biomedical Science or relevant science degree) in Cellular pathology and experience in Histopathology. Opportunities exist for further study leading to professional qualifications.

The department processes approximately 8000 surgical requests per annum, resulting in over 30,000 tests that include immunocytochemistry, molecular and special stains. The majority of specimens consist of bone and soft tissue tumours. There is also a relatively small amount of general orthopaedic pathology. The laboratory provides both the RNOHT and UCLHT with a diagnostic service and also provides the histopathology for the London Bone and Soft Tissue Tumour Unit.

Main Duties and Responsibilities

- Participate in sample receipt and handling of specimens, following sample handling guidelines.
- Accurately input patient demographics onto the Laboratory Information Management System (LIMS)
- To be able to accurately describe, select and prepare small tissue samples for microscopy and histological diagnosis.
- To assist the pathologist or senior BMS in the dissection of gross specimens.
- To cut pre-sliced section slabs of bone into blocks prior to decalcifying and sectioning.
- To process tissue specimens in the laboratory through the use of processing machines, embedding, microtomy, cryotomy and staining.
- To digitally x-ray a variety of specimens to accurately identify the 'end-point' of decalcification and report unusual cases to senior staff.
- To undertake the sectioning of bone and other dense materials.
- To ensure the work produced within the department is of a consistently high standard and record its execution on the computer system.
- To perform and monitor immunohistochemical techniques using automated laboratory technology.
- Perform Fluorescence in Situ Hybridisation (FISH) and PCR.
- To file and retrieval of histological material.
- Ensure reagents are prepared, stored and used according to laboratory procedures.
- To assist with the ongoing maintenance of relevant equipment.
- To monitor stock levels of chemicals and consumables and provide senior BMS staff information for ordering.
- To participate in laboratory meetings.
- To have a working awareness of UKAS
- To work on own initiative but bringing issues to senior managers when appropriate.
- To attend mandatory training.
- To adhere to Trust policies and procedures relevant to your position.

- Any other duties commensurate with the grade.

Research and Development

- Freeze tissue when necessary and assist in the freezing of tissue for the tissue bank.
- Add and remove samples from the tissue bank and record entry onto the frozen tissue database.
- Freezing, processing and storing of blood samples and record samples accurately on Pro-curo software.
- Participate in Research and Development activities within the department when required.
- Be involved in extraction and QC of nucleic acid from frozen and FFPE material and blood.

Quality Control

- Participate in internal and external quality assurance schemes.
- Participate in internal quality control procedures including technical authorisation of work.
- Validation and verification of reagents and antibodies.
- Active involvement in the process of continuous quality improvement through audit, preventative and corrective action throughout the laboratory.
- Participate in acceptance testing for new equipment.
- Promptly report and incidents / accidents and near miss occurrences in accordance with Departmental and Trust Policies and Procedures.
- Assist in improving departmental quality through audit and revision of practices based on findings.
- Train less experienced staff on a regular basis, reviewing SOP's as part of this process.

Safeguarding Children and Vulnerable Adults At Risk

The Trust recognises its duty to safeguard and promote the welfare of children, young people and adults. Staff must at all times treat patients with dignity and respect protecting, young people and adults at risk from abuse and neglect

Employees have a responsibility to ensure that prompt and appropriate action is taken when concerns have been made about a child, young person or adults at risk. Employees should be aware of their responsibilities as detailed in the Local Safeguarding Children Procedures and Safeguarding Adults at Risk Policy.

The Trust will assist you by providing mandatory training, support and advice.

Safeguarding children and adults is everyone's business

Equality, Diversity & Inclusion

The RNOH is proud to be a diverse & inclusive organization, representing people from a wide group of ethnicities, gender identities, sexualities, disabilities, ages, religions and beliefs. The Trust is committed to ensuring that it is a place where our staff, patients and visitors feel included, represented and receive the support that best meets their needs.

We recognize and exercise our duty act on institutional discrimination and address inequality within our organization. **The post holder will be expected to behave in a way that is actively anti-racist, anti-discriminatory and facilitate equality and equity at all times within their role.** This will include engaging with the implementation of the Trust EDI Strategy and attending essential EDI training as and when required by the Trust.

We are a Level 2 Disability Confident Employer. **If you have a Disability** (including conditions that affect your mobility, senses, mental health, neurodivergence or long-term health) **and require support to make the workplace accessible, we will make reasonable adjustments to support you.** Therefore, we encourage you to **declare your disability, identify what support you need** and we will make the workplace accessible to your needs.

We are an organisation that supports flexible working and are able consider and offer a range of flexible working practices. Depending upon the nature of your role, this can include hybrid home working, part-time roles and job shares.

IT Skills

All staff are required to demonstrate a level of IT literacy skills appropriate to their job, as the use of IT is fundamental in delivering good quality efficient health care.

Effort and Environment

The following information has been designed to assist the recording of the effort and environment factors required for Agenda for Change.

- **Physical**
The role involves sitting at a desk, moving around the Trust and providing training and presentations
- **Mental**
Frequent periods of concentration. Ability to manage interruptions.

- **Emotional**

May occasionally deal with sensitive issues, and/or support staff who may be upset or in distress.

- **Working conditions**

Assuming normal Health and Safety standards are met.

Frequent VDU use and working from home.

Driving to and from work is not included.

Terms and Conditions of Service

This appointment is subject to the terms and conditions of employment of the Royal National Orthopaedic Hospital NHS Trust.

Professional conduct

The post holder must comply with the Code of Professional Conduct applicable to their profession.

Risk Management

The Royal National Orthopaedic Hospital NHS Trust strives to take a holistic approach to the management of risk; Health and Safety, Caldicott, Corporate and Clinical Governance requirements are all elements of risk management.

Risk management is fundamental in ensuring the safety of all whilst on Trust premises and in ensuring that a high level of quality care is continually provided. To support staff in the management of risk, the Trust provides training programmes and facilitates staff in the use of risk management identification tools. In turn, individuals are responsible for ensuring that they attend training sessions and adhere to the Trust's policies and procedures, which includes the reporting of incidents, both actual and near miss.

Health and Safety at Work Act

Under the provisions of the Health and Safety at Work Act 1974 it is the duty of every employee to:

- Take reasonable care of themselves and of others who may be affected by their acts or omissions.
- Co-operate with their employer in ensuring that all statutory and other requirements are complied with.

Clinical Governance

All staff must comply with the Trust Infection Control Policy. All employees must attend infection control training as required within their department as directed by their line manager.

Confidentiality

Post-holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection of 1998. Post-holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information. Following the Freedom of Information Act (FOI) 2005, post-holders must apply the Trust's FOI procedure if they receive a written request for information.

No Smoking Policy

The Trust prohibits smoking in all of their buildings and premises.

Person Specification

Description	Essential	Desirable	A/I
Communication & Relationship Skills	<p>Contributing team member.</p> <p>Ability to work on own initiative and within a team.</p> <p>Good communication skills both written and oral</p>		<p>A</p> <p>A</p> <p>A</p>
Knowledge, Training & Experience	<p>BSc Biomedical Science or relevant science degree.</p> <p>HCPC registration as a Biomedical Scientist.</p> <p>Working knowledge and previous experience of histopathology, including both practical and theoretical knowledge.</p> <p>Able to demonstrate an understanding of the basic physiology, pathology and scientific principles of histopathology.</p> <p>Awareness of national legislation and policies relating to relevant aspects of histopathology and pathology.</p> <p>Understanding of UKAS ISO:15189:2012 accreditation standards within discipline.</p> <p>Understanding of health and safety requirements within their scope of practice.</p> <p>Competent in both microtomy and wax embedding.</p>	<p>Experience in sectioning hard material.</p> <p>Experience of immunohistochemistry.</p> <p>Experience of molecular techniques e.g. FISH and PCR</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>
Analytical & Judgment Skills	Ability to interpret data and form opinion		A/I
Planning & Organisational Skills	<p>Effective organisational skills</p> <p>Able to prioritise.</p>		A/I
IT skills	Basic computer literacy.	Experience of LIMS	A
Responsibility for Equality, Diversity and Inclusion	<ul style="list-style-type: none"> Demonstrable commitment to anti-discriminatory and inclusive behaviours and practices 		A/I

Mental Effort	The job involves bench, microscopy and computer work for fixed periods		A
Emotional Effort	There should be no emotional stress associated with this job.		