

Job Description

Job Title: Consultant Clinical Scientist for Microbiology	Band: 8d
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Accountable to: Clinical Director of Pathology
Responsible for: Principle Grade Microbiologists, STP Trainees

Key Responsibilities:

- Act as Deputy for the Consultant Clinical Speciality Lead for Microbiology
- Participate in the duty microbiologist rota and provide a Consultant Clinical Advisory Service in Clinical Microbiology for the diagnosis investigation and treatment of patients to medical, nursing and other healthcare staff within this and other hospitals and in primary care. The provision of clinical advice will include guidance on the interpretation of results and the selection of further tests to aid the diagnosis and treatment of patients.
- Exercise judgement regarding referral to another clinical specialty and engage in discussion regarding patient management.
- Be responsible for clinically authorising results and adding interpretative comments, both proactively (using rules based practice and ad hoc comments at computerised authorisation of individual results) and reactively (in response to verbal or written requests for advice). The post holder will use their clinical expertise to vet requests for Clinical Microbiology tests.
- Inform users when there is a difference in comparability of results and discuss implications for clinical practice and when methods are changed
- Periodically review the laboratory repertoire to ensure that it is clinically appropriate for the requests received
- Provide Consultant on-call cover outside normal working hours on a rotational basis.
- Assist the clinical lead and members of the departmental management team in managing a large and complex department.
- Develop new services for internal and external provision and enable implementation of new guidelines and patient safety directives
- Provide clinical input to the department in meeting the requirements for ISO15189 accreditation and provide Clinical Lead direction on the verification of new assays and services to ensure that they are clinically safe
- Develop a close working relationship with the Consultants in the Microbiology department and other pathology disciplines, with laboratory managers, and with other members of staff to facilitate efficient service provision and maintain staff morale.
- Establish good working relationships with the Clinical lead for Microbiology and other Pathology Clinical Leads and with the Head of Operations, the Head of Quality and Quality and Training leads
- Be an advocate for their department, which may involve interactions of differing professional opinions.
- Represent Clinical Microbiology at clinical and multi-disciplinary team meetings and case conferences. To contribute an expert Clinical Microbiology opinion at clinical meetings or ward rounds as required.
- Contribute to scientific and professional meetings at local regional or national level including the presentation of scientific and clinical papers from research/ development/audit projects.
- Provide professional leadership within the Department and across the Trust

- Develop research interests and initiate, perform and publish research and development.
- Actively engage in method development using innovative technology and own initiative.
- Develop, validate and implement new methods and assays into the laboratory as well as actively participating in research collaborations with hospital and university departments.
- Present data at local, national and international scientific meetings.
- Participate in postgraduate education of biomedical scientists, clinical scientists, medical staff and other healthcare professionals as required.
- Provide lectures to undergraduate students of medicine and science as required.
- Devise audit projects to investigate concerns and/or provide assurance of our existing services and patient pathways.
- Participate in regional and national clinical audits and present audit results at appropriate local, regional and national audit meetings.

General

- As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002).
- If you have responsibility for a budget, you are expected to operate within this and under the Trust's standing financial instructions (available on the Intranet site) at all times.
- To be responsible and accountable for ensuring that all staff under your direction comply with Trust Infection Control policies and clinical guidelines
- To be responsible for complying with Trust and local Safeguarding policies and procedures.
- To conduct annual Performance Development Reviews, incorporating talent management reviews (if applicable) and progress reviews for staff in your charge and, through this process, identify and facilitate development opportunities to improve the performance of the individual and the Trust.
- Ensure training and development needs identified in the individual's personal development plan are followed up and assist staff to identify their development needs and to promote a learning culture.
- Ensure that Departmental Induction training and all necessary training to meet health and safety and statutory requirements is in place and is appropriately reviewed.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if hand written), recorded in a timely manner, kept up to date and appropriately filed.
- All employees must comply with the East Suffolk and North Essex NHS Foundation Trust's Equality and Diversity Policy and must not discriminate on the grounds of sex, colour, race, ethnic or national origins, marital status, age, gender reassignment, disability, sexual orientation or religious belief.
- Employees have a responsibility to themselves and others in relation to managing risk and health and safety, and will be required to work within the policies and procedures laid down by East Suffolk and North Essex NHS Foundation Trust. The Trust seeks to establish a safe and healthy working environment for its employees and operates a non-smoking policy.
- All employees have the right to work in an environment which is safe and to be protected from all forms of abuse, violence, harassment and undue stress. All employees are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form. All employees will be personally accountable for their actions and behaviour in cases of complaint of harassment or bullying.
- All staff have a responsibility to contribute to a reduction in the Trust's carbon footprint and should pro-actively reduce and encourage others through own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste etc.

Prepared By:

Date:

Person Specification

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Criteria	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Proven employment as a Consultant Clinical Microbiologist • Provision of Clinical advisory service for Clinical Microbiology • Provision of out of hours Consultant on-call service in Clinical Microbiology • Liaising with medical staff about service provision and data interpretation • Innovating scientific developments and modern technology in clinical microbiology and assessment of their impact on the service • Dealing with and resolving analytical problems in Clinical Microbiology • A track record of implementing and managing change • Extensive experience of assay validation to UKAS standards • Understand the principles of clinical governance and their application in Clinical Microbiology • Risk assessment and risk management in a number of laboratory settings • Training laboratory staff, including trainee clinical scientists and biomedical scientists • Formal presentations eg lectures, seminars 	<ul style="list-style-type: none"> • Experience of developing a business case, procurement and implementation of new equipment and the introduction of new methods of service • A track record of research, development and audit as evidenced by presentations at national or international meetings or publications in peer-reviewed journals

Qualifications	<ul style="list-style-type: none"> • HCPC registration with the Health Care Professions • Council as a Clinical Scientist (Clinical Microbiology) Fellowship of the Royal College of Pathologists by examination (Part 1 and Part 2) • BSc in Microbiology or closely related science • MSc in Clinical Microbiology or equivalent • PhD in relevant field 	
Knowledge	<ul style="list-style-type: none"> • Evidence of continuous professional development • Evidence of management & leadership training 	
Skills	<ul style="list-style-type: none"> • Ability to manage the quality of the service provided by the department and formulate strategic plans for the future of the service on the basis of knowledge of recent developments in the field. • Ability to initiate, direct and supervise R&D activities, including supervision of junior staff, writing reports, abstracts for scientific meetings and papers for peer reviewed publications. • Ability to lead on service development and delivery and clinical and laboratory audits 	