

Job title: Biomedical Scientist

Band: Band 5

Department: Cellular Pathology

Division: Planned care



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Letter from Adam Sewell Jones, Chief Executive

Thank you for expressing an interest in working here at East and North Hertfordshire NHS Trust.

East and North Hertfordshire NHS Trust is a very special organisation. Our teams are amazing, and this was demonstrated even more so during the unprecedented challenges brought about by the Covid-19 pandemic. Our ability to be flexible and innovative in the way in which we work and deliver our services to our catchment has never been more important than it is now.

We are a large acute Trust which operates across four sites; acute services are offered at the Lister Hospital; specialist cancer services at the Mount Vernon Cancer Centre (MVCC); and non-acute services offered at the New QEII and Hertford County hospitals. We underwent an extensive £150m reconfiguration some years ago which saw all inpatient and complex services centralised at the Lister Hospital in Stevenage.

We are an organisation with a strong culture of positive values and our ambition is to provide high-quality, compassionate care to our community in all that we do, including patient experience, clinical outcomes, patient safety and financial sustainability.

We have many great people working for us doing all sorts of roles, ranging from porters to doctors, from administrators to nurses, and everything in between. But we all share one vision – we put our patients at the heart of everything we do.

We have recently partnered with the world-renowned Virginia Mason Institute in an exciting 3-year programme to create and embed a quality management system – our ENH Production System. Drawing on years of quality improvement and culture change experience, the ENH Production System will equip our teams to identify areas for improvement, make changes and measure impact – all with the patient at the centre.

If you decide to apply, you will be joining us at an incredibly exciting time as we continue on our transformation journey. I hope very much, that after reading this pack, you will want to join us on that journey.

I wish you the best of luck in your application.



Adam Sewell-Jones
Chief Executive

Benefits

As a Trust employee, you can access a range of financial and non-financial benefits to support our staff in all aspects of their life.

Wellbeing:

- Get confidential advice and support on personal, work, family and relationship issues, 24/7, from our Employee Assistance Programme
- Offers and discounts at local gyms
- In-house Health at Work service with advice line and self-referral facility for staff as well as signposting and access to other support, such as weight management clinics and physiotherapy
- On site workplace pharmacy at Lister offering a minor ailment service, flu vaccinations, travel clinic, sexual health, smoking cessation and health check services
- Opportunity to discuss ideas, problems or concerns easily and anonymously with our Speak in Confidence service

Travel:

- Save up to 30% on a new bicycle through our Cycle to Work scheme
- Reduced staff car parking costs through our Car Sharing scheme
- Discounts on local buses and trains
- Competitive rates through our car lease scheme
- Inter-site transport minibus which includes shuttle to Stevenage Railway Station

Work/Life Balance:

- Pursue different interests with the security of employment on your return from your break of 3 months to 5 years with our Career Break scheme
- Generous annual leave with additional days awarded for long service
- A variety of different types of paid and unpaid leave covering emergency and planned leave, such as special leave/ emergency leave/carers leave, through our Special Leave policy
- A Retire and Return scheme, enabling you to draw your pension whilst continuing to work for us after a short break
- Options for flexible working to provide you with a healthy work/life balance such as part time working, term time only, compressed hours (subject to service requirements), and flexible work schedules

Financial:

- Discounts on restaurants, getaways, shopping, motoring, finance through a variety of providers
- Access to the NHS Pension Scheme, providing generous benefits upon retirement, as well as a lump sum and pension for dependants

Learning and Development

- Extensive range of learning and development opportunities, including coaching, for both clinical and non-clinical topics
- Access to our Grow Together scheme, ensuring that you have meaningful, quality conversations with your manager about what matters to you and your development
- We fully encourage our staff to develop to their full potential and are supportive of secondments, acting up opportunities and all learning and development activities.

Other:

- Local and Trust wide staff award schemes where staff are nominated and recognised by their colleagues and peers for their hard work
- Assistance in relocating for some staff with our Relocation Policy

Our vision, mission, and values

Our vision is:

“To be trusted to provide consistently outstanding care and exemplary service”

Our mission is:

Providing high-quality, compassionate care for our communities

Our values are:

Include



We value the diversity and experience of our community, colleagues and partners, creating relationships and climates that provide an opportunity to share, collaborate and grow together

Respect



We create a safe environment where we are curious of the lived experience of others, seek out best practice and are open to listening and hearing new ideas and change

Improve



We are committed to consistently delivering excellent services and continuously looking to improve through a creative workforce that feels empowered to act in service of our shared purpose

Job description

Job title:	Biomedical scientist
Band:	Band 5
Department:	Cellular Pathology
Base:	Lister Hospital (You may be required to work on a permanent or temporary basis elsewhere within the Trust)
Responsible to:	Technical: The Laboratory Manager Clinical: The Lead Consultant Histopathologist
Responsible for:	Undertaking non-interpretative processing of clinical samples

Job summary:

To carry out tasks leading to the processing of histological specimens including sample reception and handling, data input, embedding, microtomy, special stains, frozen section immunohistochemistry and quality control.

Key working relationships:

Work under the supervision of Senior Biomedical scientists to support laboratory processing of tissue samples for reporting by Consultant Pathologists.

Main responsibilities:

Main responsibilities:

TECHNICAL

- To undertake the preparation of histological specimens, on rotation through the department.
- Works individually and un supervised
- To undertake the non-routine specialist techniques of the laboratory e.g. special stains, immunohistochemistry
- To undertake the preparation and sectioning of large blocks including staining of sections produced •
- To undertake MLA duties on rotation through the section.
- To be responsible for notification of requestors of Pathology tests of problems with samples and /or requests.
- To ensure that the technical standards of the department are maintained by observing and following the Standard Operating Procedures (SOP's)
- To assist in routine equipment maintenance, to recognise mechanical faults and to report when and if equipment is not functioning correctly to the supervisor.
- Under supervision measure and monitor the accuracy and precision of the laboratory using appropriate quality control procedures.
- To help the supervisory staff in the organisation and daily running of the department.
- To handle telephone enquiries from all grades of staff as well as patients as appropriate to the grade.
- To utilise the laboratory information system to record Pathology requests.

- To be responsible for the filing and retrieval of samples and request forms.
- To ensure that the workplace and workbenches are kept clean and tidy.
- To be responsible for the rotation of stocks of reagents and consumables and to alert the manager to excess or deficiencies in stocking levels
- To be responsible for the manual handling and transportation of consumables and waste to and from the outside storage area.

SCIENTIFIC

- To co-operate with the supervisory staff and Consultant Histopathologist in the introduction and development of new and improved techniques. TRAINING AND DEVELOPMENT
- To undertake appropriate training and development so as to comply with the requirements of the Trust and to develop skills beneficial to the effective running of the Department
- To participate in the departmental performance appraisal, maintaining a portfolio as a record of training.
- To assist in the teaching of new staff where appropriate INFORMATION TECHNOLOGY
- To comply with local and national policies for safe, secure and confidential processing and storage of patient and other laboratory information.
- To use the Laboratory information system according to authorised protocols.

ADMINISTRATIVE

- To ensure that records are kept safely to ensure compliance with the standards of UKAS • Accreditation
- To advise the section leader when stock of reagents and consumables are approaching minimum stock levels. GENERAL
- To maintain registration with the Health Professions Council (HCPC)
- To comply with the code of practice of the Institutes of Biomedical Sciences (IBMS)
- To participate in continuing professional development (CPD), maintaining a portfolio.
- To participate in internal and external quality control schemes (NEQAS)
- To observe and adhere to the laboratory rules and security arrangements.
- To maintain good work relationships with all members of staff, and to promote effective teamwork.
- To treat everyone associated with East and North Herts NHS Trust with courtesy and respect
- To be flexible and provide cover for colleagues at all levels within capabilities and training
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This job description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the lights of changing circumstances and in consultation with the job holder.

Supplementary job description information:

Confidentiality

Each of us have a personal responsibility and liability under the Data Protection Act 2018 around the confidential nature of our jobs. Details of a confidential nature, including information relating to patients or staff, must not under any circumstances be divulged to any unauthorised person. Breaches in confidence will result in disciplinary action, which may result in dismissal. In exceptional circumstances this could result in a prosecution for an offence or action for civil damages under the Data Protection Act 2018.

Health and Safety

You must take reasonable care of your own health and safety and that of other people who may be affected by acts of omission at work and to ensure that statutory regulations, policies, codes or practice and department safety rules are adhered to.

Sustainable Development

We recognise the need for a sustainable development strategy that focuses on reducing carbon emissions. We do this through:

- Reducing environmental impact achieved by greener waste disposal and travel, energy and water consumption
- Being a good community role model and supporter of the local economy
- Providing excellent value for money
- In order to reduce our carbon footprint, every single one of us must play a part in ensuring we are an environmentally-responsible organisation. You recycle at home, we ask that you do the same simple things at work
- When you can, use public or inter-site transport, cycle between sites and claim for mileage
- Recycle all you can: paper, CDs, batteries – there are recycling stations throughout the Trust
- Always switch off lights, PCs and other electrical appliances when not in use
- Don't waste water

Safeguarding

You must have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004.

You must treat all patients with dignity and respect and ensure that vulnerable adults are safeguarded from abuse and neglect within the provisions of the Hertfordshire Safeguarding Adults from Abuse Procedure.

Infection Control

You are expected to take individual responsibility to ensure working practice is safe.

Continuous Improvement

As part of our commitment to continuous improvement, we want to ensure that our culture and ways of working reflect and embed the philosophy and methodologies of our East and North Hertfordshire Production System (ENHPS). As a result, you may be invited to attend and complete relevant training and Kaizen (continuous improvement) events to support this commitment. Full attendance and completion of identified courses will be considered mandatory for this post.

Equality, Diversity and Inclusion

The organisations which make up Herts and West Essex Integrated Care System believe that fairness for people is fundamental to providing good care. We want to ensure that those who work with us and for us share this core value.

We are committed to equality, diversity and inclusion for all job applicants, staff, patients and the wider community. We are continuing to develop the strength of our inclusive approach, and creating a workforce which represents the diverse communities we serve is an important part of this.

We have agreed to:

- Work together to learn, celebrate and embrace diversity, end unfairness, discrimination and racism, and embed these changes into our everyday work
- Strive towards being an exemplar group of organisations for equality, diversity, inclusion, fairness and belonging
- Commit to value all people and promote a culture of zero tolerance to all kinds of harassment, bullying, discrimination and racism in the workplace
- Pro-actively champion national and local policies and initiatives to address health and workforce inequalities
- Work in partnership with other professional and health and care organisations to embed these principles Work in partnership with other professional, health and social care organisations, trade union and voluntary sector organisations to embed these principles

Each organisation with the Herts and West Essex Integrated Care System has agreed to include this statement on their job descriptions so that staff and job applicants are aware of this commitment. Staff are expected to be supportive of these principles and to demonstrate this in everything they do at work, regardless of their role.

You are required to always demonstrate behaviours which support our commitment to equality, diversity and inclusion, as detailed below, so that our workplaces are free from harassment and/or unlawful discrimination and where diversity is actively valued and celebrated.

Review

These guidelines are provided to assist in the performance of the contract but are not a firm condition of the contract. The job description will be reviewed as necessary to meet the needs of the service, in consultation with the post holder.

Person specification

Requirements	Essential	Desirable
<p>Qualifications / Training</p> <ul style="list-style-type: none"> • State registration with Health Professions Council (HPC) • HPC accredited degree • Evidence of continuing professional development (IBMS CPD) 	<p>Y Y Y</p>	
<p>Previous Experience</p> <ul style="list-style-type: none"> • Ability to work independently and without supervision • Ability to supervise trainees and junior staff • Experience of windows based programmes, including excel, power point • Experience of clinical audit 	<p>Y Y</p>	<p>Y Y</p>
<p>Skills</p> <ul style="list-style-type: none"> • Ability to carry out a variety of complex analytical procedures on a range of clinical specimens • Ability to prioritise work. • Ability to work accurately and quickly in an organised manner and with attention to detail • Ability to communicate effectively and at all levels. • Sound understanding of established written policies and protocols, including COSHH regulations • A good knowledge of Health & Safety requirements • Good understanding of clinical governance and its implications. • Ability to make decisions and recommendations using own initiative and judgement based on practical and theoretical knowledge • Ability to use reports and protocols • Previous participation in audit projects and an understanding of audit and outcome Ability to interpret statistical data 	<p>Y Y Y Y Y Y Y Y</p>	<p>Y Y</p>

<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of role and activities associated with the post • Knowledge of Pathology IT systems • Practical experience of working in a Biomedical Science laboratory • Previous relevant experience of working in NHS 	<p>Y</p>	<p>Y Y Y</p>
<p>Other requirements</p> <ul style="list-style-type: none"> • Ability to work safely and effectively under pressure • Excellent hand-eye co-ordination (microscopy) • Sound understanding of data protection and patient confidentiality issues • A sound understanding of quality requirements • Understanding of, and commitment to, equality, diversity and inclusion • Role model our Trust values every day 	<p>Y Y Y Y Y Y Y</p>	