

**Advanced Biomedical Scientist
JOB DESCRIPTION**

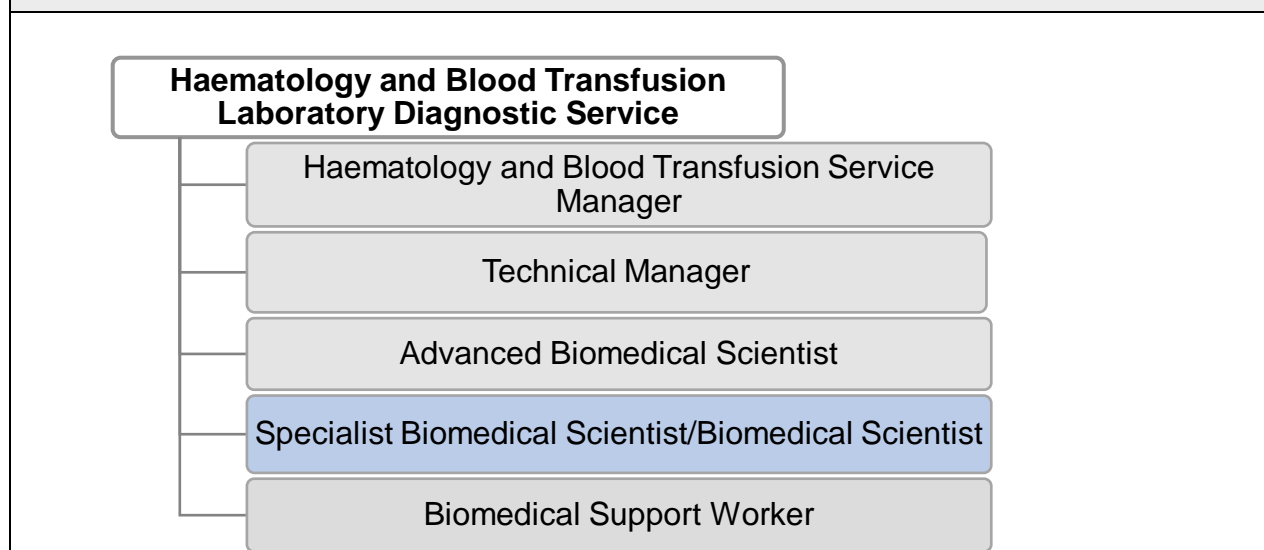
Job Title:	Specialist Biomedical Scientist
AfC Band:	Band 6
Directorate/Service:	Haematology and Blood Transfusion Laboratory, Pathology Directorate
Accountable To:	Haematology and Blood Transfusion Service Manager
Responsible To:	Haematology Technical Manager
Base Location:	The Royal Oldham Hospital
On-Call Requirement:	No
AfC Job Code:	

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

Write short job overview.

The post holder will act as an experienced specialist State Registered Biomedical Scientist to provide continuous and comprehensive Pathology service as an aid to effective diagnosis and treatment of patients. They will assist in the day-to-day provision of a high quality, cost effective clinical service and to assist in the development of the service in line with departmental objectives. To carry out the technical and specialist investigations in the department. To carry out routine maintenance and problem solving on analysers and equipment. To assist more senior Biomedical Scientists in the supervision and training of new staff, including trainee Biomedical Scientists, Medical Laboratory Assistants and Pathology Support Workers. They may take charge of a section of work, take responsibility for authorisation of results and supervision of unqualified staff. They will be required to work autonomously. To participate in the 24/7 shift rota.

Key Role and Responsibilities

Roles and Responsibilities of the Post

As required the post holder will be expected: -

Management

To review and to propose updates to standard operating procedures and risk assessments on a regular basis.

To comply with and promote the quality initiatives within the Department consistent with maintaining laboratory accreditation.

To assist the departmental Quality Lead Technical Manager in maintaining QPulse Quality Management system by acknowledging documentation etc.

To attend departmental staff meetings

To monitor stock levels, identify ordering needs and take appropriate action.

To undertake internal audits as appropriate and to assist in the analysis of data.

To ensure that both daily and weekly QC checks occur for all tests and that results are recorded and acted on accordingly in sections worked

To participate in the evaluation, implementation and development of new technology e.g. analysers, computers and biomedical methods.

To ensure that the Departmental Safety Policy is complied with and that safe working practices are adhered to.

Training and Supervision

To participate in internal or external training, as applicable.

Professional Responsibilities

To maintain Health Care Professions Council (HCPC) Registration by complying with standards of proficiency and conduct.

To adhere to documented departmental Standard Operating Procedures (SOP's) and other protocols that ensures compliance with United Kingdom Accreditation Service ISO 15189:2012/2022 (UKAS) and Medicine and Healthcare Regulatory Agency requirements (Blood Standards and Quality Regulations 2005).

To co-operate fully with all staff, to ensure the quality of the service is maintained.

To pursue own professional development in accordance with an agreed personal development plan.

To maintain mandatory training and attend mandatory training sessions such as Fire Safety as required.

Information and Technology

To be proficient in the use of the pathology LIMS.

Investigate problems and report as appropriate.

To use the computer system to collect workload data as required.

Produce reports using Microsoft Office applications.

Work/Technical Duties

Work to a high level of competence across a wide range of specialised manual and automated procedures, techniques and practices in all areas of the discipline.

Prepare reagents for automated and manual techniques.

Set up and operate automated analytical equipment for routine analyses e.g. biochemical analysers and full blood count analysers.

Perform maintenance, calibration of laboratory equipment.

Perform internal and external quality control, monitor results and act on any errant data.

Maintain, identify, investigate, repair and resolve problems relating to equipment and analytical techniques, informing and referring to senior staff.

Perform and report results from techniques that may require highly developed interpretive skills e.g. Microscopy, High Pressure Liquid Chromatography, Electrophoresis, blood films and Blood Cross matching.

Technically validate results, to recognise and to communicate urgent and abnormal results that require urgent clinical intervention to the appropriate clinician and/or senior laboratory staff e.g. low haemoglobin levels, and antibody identification in cases of Blood Transfusion incompatibility.

Safely dispose of laboratory waste, clean any spillages and keep working areas clean from hazardous materials, according to laboratory protocols adhering to COSHH (Control of Substances Hazardous to Health) e.g. Body fluids, chemicals.

In conjunction with senior staff, undertake specialised and developmental work as required e.g. evaluation of new methods, equipment, techniques and clinical trials.

Monitor stock levels of reagents, consumables and initiate basic ordering on behalf of the line manager.

File and retrieve materials in manual storage systems (e.g. forms, slides, specimens and blood units).

Perform and report interpretive diagnostic tests that require immediate action, and may affect patient treatment, within clinic areas which may be outside the main laboratory area e.g. Anticoagulant clinics.

Where direct patient contact is required, in accordance with protocols identify the patient by verbal communication and confirm identity.

Maintain patient dignity at all times.

Participate in Departmental and Trust Clinical Audit

Communication

Answer telephone calls from wards, departments, General Practitioner Surgeries, patients and the general public and deal with them according to policy and protocol.

Use the laboratory computer to retrieve results in response to enquiries.

Offer advice to service users when appropriate about sample types, diagnostic requirements and, if required, explanations of the use of tests and results, referring more complex enquiries to senior or clinical staff.

Patients with communication difficulties and barriers to understanding (e.g. stroke patients or when English is not the first language) must be dealt with sensitively.

Whilst carrying out their duties the post holder will encounter body fluids and may be exposed to chemicals and biohazards. The post holder may also be exposed to verbal or physical aggression.

The above job description indicates the main duties of the post, which may be reviewed and amended in the light of experience and developments within the service. An annual review will be undertaken in conjunction with the post holder.

PERSON SPECIFICATION

Job Title:	Specialist Biomedical Scientist
AfC Band:	Band 6

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • IBMS Accredited BSc Biomedical Sciences • IBMS Specialist Diploma • Evidence of recent Continuing Professional Development 	
Professional Registration	<ul style="list-style-type: none"> • HCPC Registered Biomedical Scientist 	
Knowledge, Training & Experience	<ul style="list-style-type: none"> • Specialist Haematology and/or Blood Transfusion laboratory knowledge and experience. • Experience of working effectively in a team. • Knowledge of confidentiality issues. • Knowledge of health and safety issues. • Familiarity with ISO 15189 standards. 	<ul style="list-style-type: none"> • Evidence of CPD in Haematology and/or Blood Transfusion related courses • Experience in training.
Skills & Abilities	<ul style="list-style-type: none"> • Ability to formulate and follow protocols accurately. • Basic understanding of computers and their applications • Good verbal communication. • Good organisational skills • Team leader. • Ability to multitask 	<ul style="list-style-type: none"> • Experience of audit

Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.
Equality and Diversity
<p>All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.</p> <p>Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:</p> <ul style="list-style-type: none"> eliminating discrimination, harassment, and victimisation

- advancing equality of opportunity between people who share a protected characteristic and those who don't.
- fostering good relations between people who share a relevant protected characteristic and those who don't.
- understanding the impact of policies, services, and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training, and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.