

Job description

Post	Specialist Biomedical Scientist
Band	Band 6
Department	Microbiology
Responsible to	Microbiology Head Biomedical Scientist/Manager
Professionally Accountable to	Microbiology Head Biomedical Scientist/Manager
Date written	12.04.24
Written by	Anita Kenyon

Job summary

Carries out a variety of complex analytical procedures on a range of clinical specimens. Makes interpretive judgements using post graduate level knowledge of Biomedical Sciences, with the benefit of a minimum two year's post HCPC registration experience. Prepares and issues reports used to guide the clinical management of patients. Will have an oversight of a section of the department. Will demonstrate skills and knowledge required for the safe handling of hazardous chemical and biological materials. Is able to concentrate for extended periods of time to successfully complete complex investigations.

Key working relationships

Communicate with patients and members of staff including, Consultant Microbiologist, members of other departments, Occupational Health Department, GU Health Advisors and Infection Control Team.

Organisational structure

The Microbiology department is within the Pathology Department at KGH and part of the Family Health Division.

Main duties and responsibilities

1. To generally assist in the smooth running of the department.
2. To process specimens sent to the department for microbiological investigation according to the established procedures and protocols.
3. To assist in the training and supervision of subordinates as required by the senior departmental staff.
4. To perform diagnostic microscopy tests on patient samples.
5. To technically authorise results or where validity is in question initiate further testing.
6. To take an active part in the Laboratory Quality management system.
7. To liaise with users of the laboratory service including patients, clinicians, the infection control team and GU health advisors.
8. To implement Trust and departmental health and safety requirements.
9. To assist in the evaluation of new methodologies and equipment.
10. To participate in the laboratory rotas as required for effective service delivery.



Compassion



Accountability



Respect



Integrity



Courage

11. To issue and authorise reports on clinical investigations in accordance with Standard Operating Procedures.
12. To take an active role in the weekend working and the unsocial hours service at the discretion of the Head Biomedical Scientist.
13. Such other reasonable duties as may be required by the senior BMS staff.

It is essential that a high standard of dress and conduct be maintained to the satisfaction of the Laboratory Manager.

- The post-holder must at all times carry out his/her responsibilities with due regard to the Trust's Equal Opportunities Policy
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff
- To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work
- Any other duties which may be required from time to time
- The job description is subject to review in consultation with the post-holder

This job description will be reviewed on an annual basis in accordance with the Department's Appraisal Policy.

Statutory and miscellaneous

- Take responsibility to ensure that Professional Registration is up to date at all times and does not lapse or expire and to inform line management immediately with any concerns or if registration lapses or expires. (all registered staff)
- This post involves incidental access the public and does not have access to children and/or vulnerable adults as defined by the Disclosure and Barring Service (DBS). Therefore no DBS check is required of the post holder.
- The Trust requires all roles requiring DBS check, to have a satisfactory DBS recheck every three years
- The Trust requires require all new starters to subscribe to the DBS update service where it is a requirement of the role.
- Be responsible for maintaining own vaccinations/Hepatitis B immunity.
- Safeguard patient confidentiality at all times including adherence to the Data Protection Act.
- Attend the Trust statutory refresher courses as necessary
- This post is subject to the terms and conditions of employment of Kettering General Hospital NHS Foundation Trust.
- Be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff.
- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Equality, Diversity and Inclusion Strategy and the Pathology Quality Policy.

- Have a commitment to identifying and minimising risk, report all incidents and report to manager any risks which need to be assessed.
- Any other duties commensurate with the grade and in line with the requirement of the post.
- This job description reflects the present requirements of the post and it does not form part of the contract of employment. If the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the postholder. Appropriate notice of such changes will be given.

Confidentiality, Data protection and data quality

General Data Protection Regulation (GDPR) safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- uphold its principles; and
- adhere to Trust policies and to maintain strict confidentiality at all times

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff Privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained (where appropriate).

Safeguarding Children & Adults at Risk

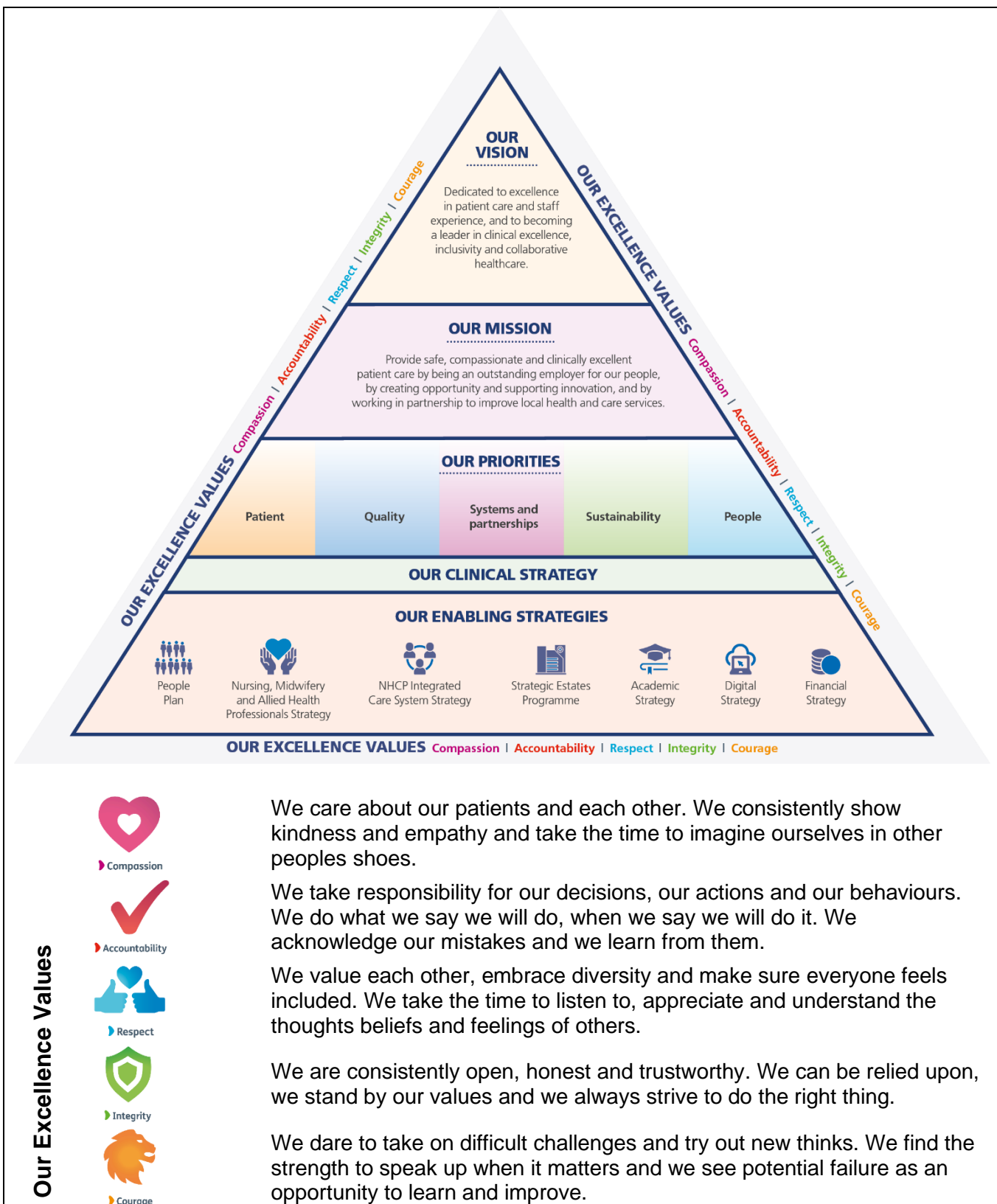
We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work. To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

Our Vision and Values

Kettering General NHS Foundation Trust and Northampton General Hospital NHS Trust are both part of the University Hospitals of Northamptonshire NHS Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information about working for us:

- [Kettering General Hospital NHS Foundation Trust](#)
- [Best of Both Worlds Northamptonshire](#)
- [University Hospitals Northamptonshire NHS Group](#)



Review Date:

Signed:.....

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Signed:.....

Shortlisting Criteria	Essential	Desirable
Education, Training & Qualifications		
Registered with HCPC	X	
IBMS Specialist portfolio	X	
Knowledge & Experience		
2 years post registration specialist laboratory experience	X	
Use of laboratory computer software		X
Knowledge of quality and health and safety in the lab	X	
Understanding of need to care for and maintain equipment	X	
Knowledge of confidentiality requirements	X	
Understanding of results relating to direct patient care	X	
Skills		
Good written and verbal communication skills	X	
Able to prioritise workload	X	
Good organisational and numerical filing skills	X	
Participation in CPD	X	
Requirement to use DSE	X	
Manual dexterity/hand eye co-ordination	X	
Ability to maintain high level of concentration for complex work	X	
Safe handling biological material	X	
Ability to train subordinate staff eg MLA's, trainee BMS's	X	
Ability to work unsupervised outside of core hours	X	
Ability to work as a member of a team	X	

