

Biomedical Scientist in Clinical Biochemistry

Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals
Bristol and Weston
NHS Foundation Trust

Why Our Trust?

Terms and conditions

Post – Biomedical Scientist in Clinical Biochemistry

Division – Diagnostics and Therapies

Department – Clinical Biochemistry

Band – AfC Band 5 or 6 (with specialist portfolio or experience)

Salary - Band 5 £28,407- £34,580; Band 6 £35,391- £42,617

Location – Laboratory Medicine, Bristol Royal Infirmary

Annual leave – Up to 33 days dependant on NHS Service

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions

Job Purpose

The post holder will be part of a team providing a Clinical Biochemistry service to the Trust. The post holder will rotate through all sections of the Department practising a wide range of automated and manual analytical procedures to produce high quality test results.

The post holder will be expected to understand the need for analytical quality and clinical urgency, and take appropriate action when finding abnormal pathology results in order to maintain the highest standards of patient care.

In addition to their analytical skills, the post holder will be expected to supervise and train medical laboratory assistants, as well as other technical and scientific staff working under the direction of the section leader.

The post holder will be expected to be registered with the Health and Care Professions Council (HCPC) and have UK based laboratory experience.

The post holder will be expected to participate in the out-of-hours roster, including working alone at night (if required) and weekend days to support the urgent clinical needs of the Trust. At the moment, night shifts are covered by permanent night staff and the requirement to cover night shifts is only in the event of an unforeseen absence. Any weekend day shifts are included within the contracted 37.5 hours.

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

What you'll love about working here

UHBW has been rated by the CQC as 'Good' - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

Diversity & Inclusion

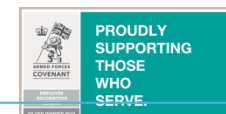
A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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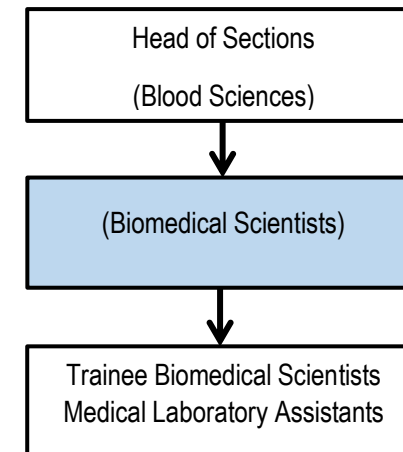
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Main Duties and Responsibilities

- To follow protocols for performing a wide range of laboratory procedures.
- To organise personal workload in response to the urgency and volume of requests.
- To inspect analytical quality control results and authorise the reporting of only those analytical results which satisfy established criteria.
- To recognise the importance of abnormal results, and to ensure that they are reported without delay. To ensure that appropriate follow on tests are performed in line with the level of abnormality detected.
- To maintain equipment and work space in a clean and functional condition.
- To ensure that analytical procedures and equipment not conforming to quality specifications are brought to the attention of the senior staff member
- To participate if required, in the 24/7 out-of-hours service, working at night and weekends providing Clinical Biochemistry services to the Trust.
- To supervise Medical Laboratory Assistants and assist in training all other grades of staff including Medical staff.
- To establish, maintain and increase their knowledge, skills and competency. This includes maintaining a Continuing Professional Development (CPD) portfolio, providing evidence of participation in learning and development activities.

Organisational Structure



Key Relationships

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Personal Profile - (E) = Essential (D) = Desirable

Knowledge and Experience

- Operational experience in an NHS Clinical Biochemistry laboratory. (E)
- Understanding and experience of quality control systems (E)
- Understanding and experience of working to quality standards (E)
- Experience of laboratory computer systems (E)
- Able to demonstrate commitment to service improvements. (E)
- Understanding of the critical importance of confidentiality (E)
- Experience of document management systems (e.g. Q-Pulse). (D)

Skills and Abilities

- Basic keyboard skills. (E)
- Ability to use Microsoft Windows and associated programmes such as Word & Excel. (E)
- Competence to perform analytical tests. (E)
- Ability to plan own work. (E)
- Be able to problem solve. (E)
- Excellent communication skills. (E)
- Ability to represent the Department effectively in its relations with other Departments and externally. (E)
- Ability to meet deadlines and work under pressure (E)

Aptitudes

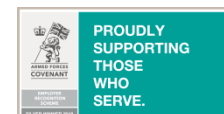
- Good team member (E)
- Conscientious (E)
- Attention to detail (E)
- Manual dexterity (E)

Qualifications and Training

- BSc or equivalent in Biomedical Science. (E)
- Registration with HCPC. (E)
- Evidence of CPD. (E)

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

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

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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