

SHAPE YOUR STORY

Recruitment Information Pack



Senior Specialist Biomedical Scientist

OurVision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.



WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

	Value	Key behaviours
W	WELCOMING 	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E	ENGAGING 	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C	COLLABORATIVE 	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A	ACCOUNTABLE 	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R	RESPECTFUL 	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E	EQUITABLE 	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Job Particulars

Job Title	Senior Specialist Biomedical Scientist - Haematology & Blood Transfusion
Pay Band	Band 7
Location	All ESEL sites
Reports to	Operational Leads
Responsible to	Blood Sciences Divisional Manager

1. Job Purpose

The post holder is responsible to the Operational Lead of the site and is required to carry out / supervise technical and scientific work in the section. They will practice as a HCPC registered Senior Biomedical Scientist providing a patient focused, cost effective and efficient service.

Duties will include the management of Biomedical Scientists (BMS), Associate Practitioners (AP) and Medical Laboratory Assistants (MLA) within the section involving the training and supervision of unqualified staff, whilst taking charge of the day-to-day operations of the section within the laboratory.

Flexible hours including weekends and bank holidays will be required within the contracted 37.5 hours per week in accordance with Agenda for Change (AfC) Terms and Conditions handbook. The post holder must participate in the departments AfC shift systems.

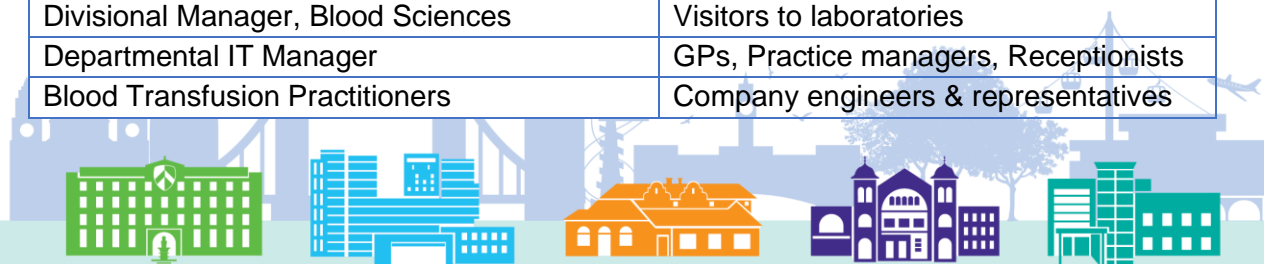
The post holder must be conversant with the technologies and methodologies specific to the core and specialist sections and will be required to rotate through the various sections of the laboratory and work at different Barts Health networked laboratories.

The post holder must be able to demonstrate proficiency and competence in the designated work area to an agreed expertise level and will ensure regular CPD participation is being met to fulfil competence to practice for their own professional registration.

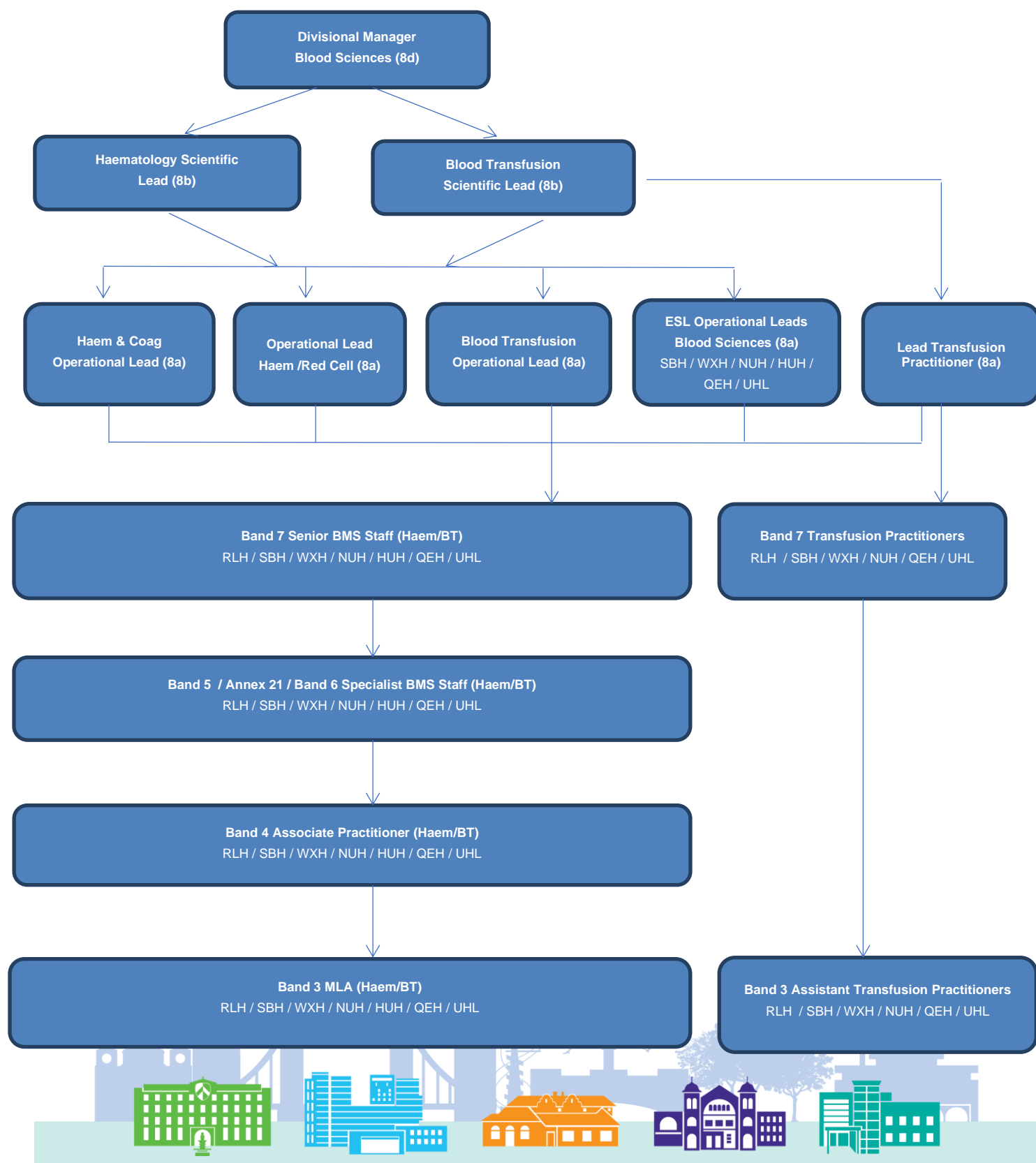
The post holder will offer a helpful and professional service to all visitors and users of the service and will have a key role in the Department in the provision of a high quality service which may require attendance to any Trust site in the performance of duties within this job description.

2. Key Working Relationships

Internal	External
Haem & BT staff (all grades)	Other Pathology Dept personnel
Haem/BT Clinical staff	Clinical staff across all ESEL sites
Operational and Scientific Leads	Porters and courier drivers
Divisional Manager, Blood Sciences	Visitors to laboratories
Departmental IT Manager	GPs, Practice managers, Receptionists
Blood Transfusion Practitioners	Company engineers & representatives



3. Structure Chart



4. Main duties, responsibilities and results areas

Technical and scientific

- Undertake complex examination procedures within scope and in accordance with standard operating procedures and policies.
- To undertake method and laboratory instrument evaluation and produce required reports.
- Oversee the performance of acceptance testing of analytical instrumentation and examination procedures prior to the analysis of patient samples, and implement corrective actions to remedy any deviations from acceptance criteria.
- Perform first-line review of internal quality checks and external quality assessments (EQA) in accordance to standard operating procedures.
- Maintain integrity of reagents and consumables through monitoring cold and ambient storage areas, taking immediate remedial action in the event that temperature deviates from the acceptance criteria.
- Perform re-verification of any works undertaken by manufacturer engineers.
- Evaluate the technical authenticity of patient results and implement countermeasures in accordance with standard operating procedures.
- Promote and ensure accuracy of patient results through monitoring and maintenance of laboratory apparatus.
- Monitor outstanding test list ensuring that analyte stability, clinical need or service level agreements are not breached.
- Advise on selection of appropriate analyses/methods.
- To demonstrate advanced troubleshooting skills.
- To assess, initiate and monitor appropriate action when a situation may compromise service delivery.
- Liaise with clinical staff to ensure optimal service delivery.

Laboratory Informatics



- Proficient in the use of Microsoft Office, instrument specific software, specialised data management software and laboratory information system.
- Comply with local and national policies for the safe, secure and confidential processing, and storage of patient and other laboratory information.
- Record relevant information accurately on the laboratory information system and intermediary systems.
- Ensure records are kept up to date and stored safely to ensure compliance with ISO 15189 standards.

Quality and Governance

- To assist in the management of the departmental quality systems as directed by the laboratory managers and quality managers.
- To assume responsibility for ensuring appropriate quality systems are in place and maintained.
- Ensure that policies for quality control are followed and work conforms to specified standards.
- Ensure all section key performance indicators are being met and are regularly monitored and managed through incomplete lists (e.g. TATs). Instigate corrective actions and report to Operational leads if work fails to meet the specified standards. Determine root cause(s) and ensure that effective immediate and follow-up actions are undertaken as required by the relevant policies and Standard Operating Procedures.
- Actively takes part in the production, review and amendment of Standard Operating Procedures and other documentation adhering to the document control system.
- Manage the submission and return of Regional and National External Quality Control Schemes.
- Conduct and participate in departmental audits and participate in the remedy of detected non-conformities.
- Ensures that Error reporting processes are followed in accordance with the departmental procedure.
- Participate in the investigation of adverse incidents, result and service complaints in conjunction with the appointed line manager. To determine root cause(s) and ensure that effective immediate and follow-up actions are undertaken as required by the relevant policies and Standard Operating Procedures.



- Ensure that internal non-conformities (CA/PA) and Clinical (DATIX) incidents are investigated, countermeasures are recorded according to departmental policy and are closed with root cause within defined time frames.
- Ensure that risk management and governance policies and procedures are followed.
- Ensure compliance with UKAS ISO 15189 and CPA standards, MHRA, NHSCA and Trust data quality standards.

Management

- At all times maintain and promote a professional image and standards of conduct.
- Supervise and undertake technical work and day-to-day running of a section as directed.
- First line management is expected of junior BMS, AP and MLA staff within designated sections to ensure appropriate deployment of staff and optimise service delivery.
- Manage performance and undertakes appraisals of junior staff within specified time frame as per Trust policy.
- Takes responsibility for first line reporting and management of absence for junior staff.
- Works with laboratory management in formulating working practices and policies for the department.
- Corroborate with peer group to plan and prioritise workload to achieve agreed milestones without detriment to quality.
- To assess and monitor when a situation may compromise service delivery and to escalate to appointed line manager in a timely manner.
- Maintain awareness of Trust and Departmental Policies and their application.
- Participate in recruitment and selection of staff.
- Assist in the collection of data for statutory returns and laboratory management and present it in the required format.
- Represent the department or section at meetings as required, including the presentation of information.
- Deputise for line managers as required.



Training

- Comply with Trust Statutory and Mandatory Training policy.
- Assist in the induction, training and education of staff including the supervision of portfolio compilation and MSc projects.
- Assist with generation, evaluation and implementation of competency standards for the department.
- Ensure that personal training and competency records are kept up to date in line with appropriate regulatory standards.
- Maintain own knowledge and competence - demonstrate and provide evidence of competency to the designated level of expertise for activities relevant to the role.
- Maintain own continuing professional development by keeping abreast of any new trends and developments and incorporate them as necessary into work; to maintain a portfolio which demonstrates personal development and shows evidence of reflective practice.
- To take responsibility for the management of departmental training systems as directed by the Training Officer.
- To work with training officers to coordinate training and continual professional development.
- To train other staff in the use of the training systems as appropriate to their role.
- To support departmental training initiatives.
- To be familiar with national trends and developments in training.

Financial

- To be responsible for the organisation and delivery of effective stock control of reagents and consumables in the section.
- Coordination of annual end of year stock-take returns.
- Manage stock carefully to ensure wastage is minimised.
- Follow Trust Standing Financial Instructions.
- To be involved in the evaluation and selection of new laboratory equipment.



- Contribute to the delivery of an efficient and cost effective service through lean working thereby removing “waste” from processes.
- Contribution and input to cost improvement plans (CIPs)

Health & Safety

- The post holder has a general duty of care for the health, safety and wellbeing of work colleagues, visitors and patients within the hospital.
- Work within the Laboratory Health and Safety Policy and Code of Practice and maintain Health and Safety Standards in the laboratories.
- Ensure appropriate risk assessments have been undertaken and any non-compliances are escalated to the management team.
- Review section COSHH and risk assessments documentation periodically and as required.
- Assume first line responsibility for the management of incidents and ensures that they are reported through the appropriate channels.
- Ensures high cleaning standards to prevent infection and increase patient's confidence.
- Perform Health & Safety audits and participate in the remedy of non-conformities.
- Undertakes appropriate training to ensure they, (and their team), have the right skills and are competent.
- Adheres to Trust policy and infection control principles and standards to minimise patient risk and ensure high quality patient care.
- To ensure their areas are adequately covered by first aiders and fire wardens.

Research and Development

- Participates in the research and development of new diagnostic techniques and their introduction to the department.
- To be responsible for maintaining own personal development through participation in appraisal and personal development system and to reflect on own performance through supervision, coaching and/or mentoring.



- Undertake relevant training which is deemed appropriate for personal, professional and service development and in line with Trust and departmental objectives.
- Maintain own continuing professional development by keeping abreast of any new trends and developments and incorporate them as necessary into work; to maintain a portfolio which demonstrates personal development and shows evidence of reflective practice.

General Responsibilities

- The post holder must at all times carry out duties and responsibilities with due regard to the Trust's equal opportunities policies and procedures.
- The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up to date, kept secure and confidential at all times in compliance with the Data Protection Act 1998, the Caldicott principles and the common law duty of confidentiality.
- The post holder must follow the record keeping guidelines established by the Trust to ensure compliance with the Freedom of Information Act 2000.
- The post holder is expected to take responsibility for self-development on a continuous basis, undertaking on the job and other training as required.
- The post holder is required to comply with the Trust's policies and procedures.
- The post holder must be aware of individual responsibilities under the Health and Safety at Work Act and identify and report, as necessary, any untoward accident, incident or potentially hazardous environment.
- The post holder is expected to develop IT skills.
- The post holder may be required to undertake duties at any location within the Trust, in order to meet service need.
- The Trust operates a No Smoking Policy.
- To adhere to Trust policy and infection control principles and standards to minimize patient risk and ensure high quality patient care.



- The post holder will be required to work across the Trust at any time throughout the duration of his/her contract, which may entail travel and working at different hospital.

Freedom to Act

- To work autonomously using expert knowledge, experience and discretion in delivering quality-related services which meet the requirements of ISO, ISO15189, MHRA, HSE and CQC.
- To work autonomously to interpret national, regional and local health and social care strategies, policies and guidance in order to apply them into local processes and standards of practice.
- To ensure that all duties are carried out to the highest possible standard.
- To work within own regulatory body's Code of Professional Conduct and Trust policies and procedural documents.
- To be responsible for maintaining own personal development through participation in appraisal and personal development system and to reflect on own performance through supervision, coaching and/or mentoring.

NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, and consultant (October 2002). www.nmc-uk.org/

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder. The post holder might be required to work across the Partnership at any time throughout the duration of his/her contract, which may entail travel and working at different hospitals.

5. Working conditions

Criteria	Description
Physical	



	<ul style="list-style-type: none"> • Keyboard skills required • Analyser maintenance skills required. • Manual dexterity • The role involves the post holder in a medium degree of physical effort. • The post holder will be standing for prolonged periods of time whilst working at the analysers • The post holder will be required to lift parts of machinery when completing maintenance. • The post holder may be sitting at a computer station for prolonged periods of time • The post holder is required to travel between Trust sites and to regional meetings as required • There are frequent times when they will be required to sit and/or stand and/or walk
Emotional	<ul style="list-style-type: none"> • Post holder has to be able to work successfully with limited allocation of time and resources.
Working Conditions	<ul style="list-style-type: none"> • Laboratory based working environments with frequent VDU usage • To cope with the handling and disposal of pathological samples in accordance with Trust infection control procedures and policies
Mental	<ul style="list-style-type: none"> • The post holder must maintain a high level of concentration for prolonged period of times. Patient results produced are pivotal to patient treatment pathways and can have a high clinical impact if reported incorrectly. • The post holder will require stamina • The post holder may have to adapt to changes in workload or priorities at short notice in order to deliver the required service needs.

Person Specification

Domain	Essential Criteria	Desirable Criteria
		  

Qualifications	<p>MSc. Biomedical Science or IBMS Special Examination (Fellowship)</p> <p>Holder of the IBMS Certificate of Competence, Registration Portfolio.</p> <p>Registration with the Health Care Professions Council</p> <p>Evidence of continuous professional development.</p>	<p>Management/ Quality training</p> <p>Knowledge of higher specialist but relevant area</p>
Experience	<p>At least 5 years post HCPC registration in diagnostic Haematology & Blood Transfusion.</p>	<p>Experience of effectively managing staff</p> <p>Experience of teaching staff</p>
Knowledge	<p>Advanced scientific knowledge for relevant discipline</p> <p>Detailed understanding of UKAS, Quality Management Systems</p> <p>Good understanding of Health & Safety Legislation</p> <p>Good understanding of Governance Requirements. Detailed knowledge of MHRA legislation</p>	<p>Advanced QPulse user</p> <p>BBTS Specialist Certificate in Transfusion science practice</p>
Skills	<p>Competent in quality management techniques.</p> <p>Basic computer literacy</p> <p>Good verbal and written communication skills, and able to communicate effectively with staff</p> <p>Ability to analyse, interpret and present data/results/concepts</p>	<p>Good keyboard skills</p> <p>Polite, helpful and confident manner.</p>
Other	<p>Reliable, responsible person.</p> <p>Able to work as part of a team.</p> <p>Able to perform required duties with any appropriate aids or adaptations</p> <p>Respects confidentiality.</p> <p>Hold no reservations in handling human body fluids, tissue, organs, or infected material in accordance with Health & Safety policies.</p> <p>The post holder must be willing to have appropriate vaccinations</p>	<p>Previous NHS experience.</p> <p>Good interpersonal skills.</p> <p>Adaptable and flexible.</p>

Summary of Terms & Conditions and Employee Benefits



Domain	Summary
Salary Band and Range	<p>Agenda for Change Band 7.</p> <p>Staff based at the Royal London Hospital or Barts Hospital will be paid Central London High Cost Area Supplement.</p> <p>Staff based at Whipps or Newham for more than 70% of their time will be paid Outer London High Cost Area Supplement.</p>
Annual Leave Entitlement	Agenda for change terms and conditions
Working hours	<p>The post holder must participate in an Agenda for Change shift system (37.5 hours per week as rostered)</p> <p>Agenda for change terms and conditions apply for unsocial hours worked.</p>



About Pathology Partnership

The NHS East & South East London Pathology Partnership (Pathology Partnership) is being created to form a network across three NHS Trusts: Barts Health (which will become the host), Homerton University Hospital NHS Foundation Trust and Lewisham and Greenwich NHS Trust. The Pathology Partnership will be based on well-established models for pathology networks, with the Royal London Hospital becoming the main hub laboratory for the network and Essential Service Laboratories (ESL) as a minimum at all other Hospital sites.

Pathology is made up of the following services - Blood Sciences including Haematology, Blood Transfusion and Biochemistry; Infectious Diseases including Microbiology and Virology; Cellular Pathology including Histopathology, non-gynae Cytology and mortuary services; Immunology; Cytogenetics and Molecular Haematology; Immunophenotyping; Clinical Transplantation and Retinoblastoma.

The current total operating costs (2020) across the partnership is circ. £111m per annum with a workforce establishment of circa. 800-1000 WTE.

Barts Health

Our group of hospitals provide a huge range of clinical services to people in East London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.



We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

Lewisham and Greenwich NHS Trust

Lewisham and Greenwich NHS Trust is an Acute Trust with a teaching hospital, which also runs community services in Lewisham. We have an income of around £500 million. We serve a population of 600,000 people, employ 6,000 staff and have 855 beds across our two main hospital sites.

The Trust provides NHS services for local people in Lewisham, Greenwich and Bexley. The Trust comprises two hospitals, University Hospital Lewisham (UHL) and Queen Elizabeth Hospital (QEH), as well as 11 different health centres in Lewisham. In addition, we provide some services at Queen Mary's Hospital in Sidcup.

UHL is situated in the heart of Lewisham borough. It is a teaching hospital that obtained university status in 1997 due to the role it played in undergraduate education and research. QEH, located in Woolwich, provides a broad portfolio of primarily acute services for those living in Greenwich and North Bexley.

We have made many improvements since the Trust was formed in 2013, including important clinical developments at our hospitals. At QEH we've developed a new Ambulatory Care Unit and birth centre, centralised pathology, opened a Clinical Decision Unit alongside the Emergency Department and developed a new discharge lounge. Developments at UHL include a new Ambulatory Care Centre, a Rapid Response Laboratory, a Kidney Treatment Centre under construction, additional theatre capacity and expanded stroke services (consolidated from QEH).

Homerton University NHS Foundation Trust

Homerton University Hospital NHS Foundation Trust is a high performing and flourishing organisation serving the population of Hackney, East London, The City and beyond.

The Trust provides general health services at hospital and in the community with staff working out of 75 different sites in the City and the London borough of Hackney.

The Homerton Hospital has almost 500 beds spread across 11 wards including an intensive care unit, maternity unit, paediatric and neonatal wards. The hospital has three day surgery theatres and six main operating theatres for all types of general surgery, trauma and orthopaedics, gynaecology, maxio-facial, urology, ENT, obesity, bariatrics and obstetrics.



We are extremely proud of the fact that Homerton Hospital has recently attained the highest possible rating of "Outstanding" from the Care Quality Commission (CQC). This includes an "Outstanding" rating for our Urgent and Emergency Services.

Our integrated Trust provides comprehensive hospital and community health services for its local population and a range of specialist services for a wide group of patients.

These specialist services include obstetrics, neonatology, foetal medicine, fertility, neuro-rehabilitation, bariatric surgery, a sickle cell /thalassemia management centre , sexual health, HIV, anal neoplasia, orthopaedics , infectious diseases, rheumatology and asthma and allergy services.

The Trust is also an active partner in bringing different services together across City and Hackney to provide integrated care closer to home.

Homerton University Hospital NHS Foundation Trust is proud to have been included on the HSJ and Nursing Times Best Places to Work list, and has recently achieved 'Excellence' status in the Healthy Workplace Charter, as awarded by the Greater London Authority

