

JOB TITLE Specialist Biomedical Scientist
BAND Band 6 (Annex 21 remuneration will apply)

Annex 21

To undertake an up to 24 month training programme under Annex 21 to obtain the **IBMS Specialist Diploma and work experience**. This will enable the post holder to then undertake all duties and responsibilities as identified within this Specialist Biomedical Scientist job description. During the training period, the post holder will be paid at **70% of the top pay step of Band 6 (for Months 1 – 12), and 75% of the top pay step of Band 6 (for Months 13-24)** in accordance with Annex 21 of the Agenda for Change Terms and Conditions. Upon successful completion of the **IBMS Specialist Diploma**, even if sooner than the 24 month allocated timeframe, the post holder will automatically move to the bottom pay step of Band 6 as they will meet the full outline of this role, and therefore be expected to undertake all duties within this Job Description.

Note : There will be some circumstances where current staff apply for these posts under Category (iii), and their new trainee salary will be below that of their current salary. To aid both the recruitment and development of staff it is recommended that staff across NHS Wales should have continuity of pay for the duration of the training to avoid financial detriment. This should apply when staff take up training posts both within and across NHS Wales organisations. Following this training, the remuneration will be the bottom of the Band, again without financial detriment.

Job Summary

- Undertake both routine and specialist analyses and laboratory procedures, and perform duties commensurate with the training and qualifications of an experienced HCPC Registered Specialist Biomedical Scientist.
- Work autonomously, and take sole responsibility in releasing and authorising completed results which can directly affect patient care.
- Have supervisory responsibility for less experienced scientific and technical staff, and for laboratory support staff.
- May carry out PADR of less experienced scientific and technical staff, or trainees.
- Be required to deputise for more senior staff during short term absences.

Responsible to

Reporting: Service/Laboratory Manager	Accountable: Service/Laboratory Manager	Professionally: Head of Service
Responsibilities and Duties		
<p>Perform routine and specialised analytical work following departmentally agreed Standard Operating Procedures (SOPs). Implement policies, procedures and SOPs in own discipline, and comments on proposed updates/changes to these. Analyse anomalous test results. Provide leadership and training to unqualified staff, support staff, trainees and less experienced Biomedical Science staff. Mentor trainees and less experienced Biomedical Science staff, assisting in the monitoring and evaluation of their work. Assume responsibility for specific tasks/projects (commensurate with experience) delegated by senior staff for career development. Participate in audit activities as required, and regularly participate in research & development and clinical trial work. Provide detailed explanations on specialised laboratory procedures and advice, technical support, and guidance to clinical staff e.g. laboratory services available from the department, information about sample suitability, and availability of tests. Liaise with patients on problems relating to samples and requests, communicating complex information within the scope of practice, and resolve discrepancies in patient identification data with Medical Records department. Liaise with other Pathology departments and IT Department staff on issues relating to laboratory services. Notify and advise clinical staff if a repeat sample is required. Plan and organise own work activities in line with departmental requirements, and plan and organise work of more junior laboratory staff as designated by Line Manager. Undertake specialist laboratory technical procedures, utilising highly complex and sensitive laboratory instrumentation and equipment. Operate expensive and sophisticated equipment, ensuring that it is safe to use by others by performing routine maintenance on laboratory equipment, as directed, following departmental and manufacturers' procedures. In a multi-tasking situation, operate more than one machine simultaneously. Those investigations that cannot be undertaken by automation, will require the Specialist Biomedical Scientist to perform complex operations which will require a high level of manual dexterity. Make judgements on suitability of samples, and appropriateness of requests, compliance with procedures. Decide if samples and/or requests are suitable for processing e.g. correct labelling and identification. Maintain clean working areas in accordance with local Health and Safety policy. Ensure that records are kept up to date, and stored safely in compliance with best practice and the requirements of BSQR (2005), Human Tissue Authority (HTA) and ISO 15189:2012. Support Point of Care Testing (POCT) systems operated by the laboratory, where applicable. Maintain good working relationships with all members of staff across the Health Board, and promote effective teamwork. Keep abreast of developments in Biomedical Sciences, and provide suggestions for implementation as appropriate.</p>		

Utilise the Laboratory Information Management System (LIMS) and input test results, patient demographics, clinical details and assay requests accurately. Maintain equipment and stock records in line with the Quality management system accurately and in a timely manner, which may involve inputting data of others.

Maintain records, ensuring they are up to date and compliant with MHRA, HTA and United Kingdom Accreditation Standards (UKAS) requirements.

Work autonomously as part of a wider team, working within national legislation, and Health Board policies and procedures. Once deemed competent, will also be inclusive of lone working, participation in out of hours rotas and cross site working where applicable.

Work as lone worker and therefore be the lead Specialist Biomedical Scientist within discipline.

Identify and assess risks and hazards encountered and select appropriate hazard control, risk management or elimination techniques in order to maintain a safe laboratory environment for self and others.

Comply with protocols for the preparation, analysis and storage of designated high risk specimens, and disposal of samples and other clinical waste.

PERSON SPECIFICATION

Qualifications and Knowledge

Essential

BSc. (Hons) Degree Life Science/Biomedical Science.

HCPC Registration.

IBMS Specialist Diploma, or equivalent level of knowledge acquired through training and practical experience.

Knowledge of medical laboratory sciences and techniques commensurate with a HCPC Registered Biomedical Scientist.

Knowledge of UKAS accreditation and quality management requirements.

Knowledge of BSQR (2005), HTA and ISO 15189:2012, as applicable to the relevant discipline of work.

Documented evidence of on-going participation in CPD.

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Desirable

Knowledge of hospital specialities.

Medical laboratory knowledge in more than one pathology discipline.

Experience
Clinical laboratory experience, commensurate with an experienced, HCPC Registered Specialist Biomedical Scientist.
Skills and Attributes
<p>Highly developed skills to undertake specialist and routine laboratory procedures.</p> <p>Manual dexterity.</p> <p>Ability to organise and plan own work, and the work of less experienced and/or laboratory support staff.</p> <p>Ability to make judgments and employ analytical skills to determine appropriateness of requests and laboratory testing.</p> <p>Well-developed communication and interpersonal skills.</p> <p>Recognisable team worker.</p> <p>Able to meet targets/deadlines.</p> <p>Good documentation skills.</p> <p>IT and keyboard skills.</p> <p>Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh.</p>
Other
<p>Ability to travel between sites in a timely manner, as required (if appropriate).</p> <p>Flexible approach to needs of the service.</p> <p>Participate in shifts rota, including out of hours.</p>