

JOB DESCRIPTION

A first class hospital for our community

In 2016 Chelsea and Westminster Hospital will be establishing the North West London Pathology Joint Venture in partnership with Imperial NHS Trust and Hillingdon NHS Foundation Trust for the provision of pathology services to acute trusts and GPs across North West London. This is in response to the Carter report which recommended the modernisation of Pathology services and the consolidation of labs into larger services. The successful candidate to this role will either be employed directly to NWL Pathology or will transfer with all West Middlesex Lab staff when the venture goes live. New employees will not be at risk of redundancy as there are none planned within the staffing model.

This partnership is based upon a vision of a modern, innovative and sustainable service, which will deliver outstanding quality to users and patients alike. The modernisation of pathology services also provides a great opportunity to drive translational research and innovation in all aspects of pathology, as well as supporting training for medical and scientific staff.

We believe the proposed option of consolidating pathology provision across four Trusts into a hub and spoke model, whereby the majority of routine, specialist, non-urgent activity is delivered at the hub and pathology required urgently for the immediate treatment of the patient is performed in 24/7 essential service laboratories based at the spokes, best delivers this vision. The service will be provided through an arms-length organisation (ALO) North West London (NWL) Pathology, owned by the partner Trusts. The ALO will be a single organisation, with a single income and expenditure account, run by its own management team delivering a quality service to the patient and users alongside best value for money.

JOB TITLE: Biomedical Scientist/ Trainee BMS	
BAND: 5	DIVISION: Clinical Support Services
HOURS: 37.5 hours per week:	RESPONSIBLE TO: Chief BMS in Clinical Chemistry ACCOUNTABLE TO: Pathology Laboratory Manager

JOB SUMMARY: To be an efficient flexible member of the Pathology Laboratory providing a high quality service to West Middlesex University Trust.

KEY WORKING RELATIONSHIPS:

- Pathology Consultants, Biomedical scientists, Medical Laboratory Assistants, Admin staff, Ward staff, Clinicians, Portering Staff.

We will 'go beyond' for our patients and communities. Our organisation will:

- Be a major, multi-site healthcare provider and teaching hospital with 1,000 beds and more than £500m revenue; expanded and improved services in a number of areas
- Have a combined workforce of 5,000 staff with better training and development opportunities, including a wider choice of sub-specialties, greater choice of location and increased best practice
- Have a high volume and high quality local secondary services, with combined acute emergency admissions of around 290,000 annually and an increased patient population of one million.

ROLES AND RESPONSIBILITIES

- Authorising routine results in all areas of Clinical Chemistry if HCPC registered. Any grossly abnormal results are to be discussed with a more senior member of staff.
- Must have some basic IT skills.
- Understands the requirement of UKAS
- Clinical Chemistry theoretical and practical experience
- Aware of document management system preferably Q Pulse
- Contributes to providing a professional clinical laboratory service, working effectively as a team member as part of the overall department.
- To develop and improve professional expertise and specialist skills including commencing the IBMS Specialist Diploma.
- Participates in internal quality control and external quality assurance.
To support his/her immediate superior in the assessment of IQC and EQA materials
- To use pathology laboratory information system.
- Can demonstrate the ability to train MLA & trainee biomedical scientist staff.
- Must be prepared to help cover Out of hours/evenings/weekend shifts to maintain a 24/7 service.

COMMUNICATION

- Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward.
- Ensure all communication is presented appropriately to the different recipients, according to levels of understanding, type of communication being imparted and possible barriers such as language, culture, understanding or physical or mental health conditions.

These duties are not exhaustive and will be reviewed with the post holder, allowing for amendments within the broad scope and band level of the role

All duties must be carried out under supervision or within Trust policy and procedure. You must never undertake any duties that are outside your area of skill or knowledge level. If you are unsure you must seek clarification from a more senior member of staff.

PREPARED BY: Chris Ghany

DATE: 5th May 2016



JOB TITLE: Biomedical Scientist/ Trainee BMS	
PAY BAND: 5	RESPONSIBLE TO: Chief BMS Clinical Chemistry

MEASURE - please enter the code by which you will be measuring these criteria.
A - Application, I - Interview, T – Test

ESSENTIAL	DESIRABLE	MEASURE
EDUCATION AND QUALIFICATIONS		
<ul style="list-style-type: none"> Member of IBMS HPCPC Registration Demonstrable relevant experience post HPCPC registration in discipline Has commenced or looking to complete IBMS Specialist Diploma. 		CV & Application form Original certificates /diplomas
EXPERIENCE		
<ul style="list-style-type: none"> Knowledge of some aspects of specialist subject Evidence of continuing professional development. Use of Pathology Laboratory Information Management Systems (LIMS) 	Previous experience in a large busy laboratory Experience and detailed knowledge of, using Clinisys WinPath LIS an advantage.	Application form interview references
SKILLS AND KNOWLEDGE - SPECIAL APTITUDES		

<ul style="list-style-type: none"> • Practical analytical skills associated with diagnostic laboratory work. Timely accurate working. • Methodical. • Well organised. Precise. • Numerate. • Competence in PC word processing, spreadsheet and database software. • Reliable and trustworthy • Quick to learn and comprehend. • Able to work as team member. • Self-motivation. • Ability to work under pressure. • Ability to show flexibility by performing multiple tasks • Prepared to work with biological materials. • Maintains continued professional development. • Use good laboratory practice. • Aware of health and safety requirements of a diagnostic laboratory. • Understands incident reporting (use of Datix or equivalent system). • To bring to the attention of his/her immediate superior any difficulties or problems encountered in the performance of his/her duties, the accurate identification of patient samples or any difficulties or problems relating to the transport of patient samples 		Application forms/interview w/ Assessments
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PERSONAL QUALITIES

<ul style="list-style-type: none"> • Good verbal and written communication and presentation skills • Good hand eye co-ordination. • Sufficient to fulfill the duties of the post with any aids and adaptations. • Able to perform light physical work • Capable of intense periods of concentration • Good troubleshooting skills. 		Application form/interview w/ Assessments
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