



## JOB DESCRIPTION

### A first class hospital for our community

1<sup>st</sup> September 2015 was a landmark date for Chelsea and Westminster and West Middlesex hospitals as we officially became a new Foundation Trust. The decision represents the best option for securing the future of both major acute hospitals and by combining into a single, unified trust there will be more scope to innovate and develop services. It will also help us build future resilience against financial pressures, rising patient expectation and increasing demand.

Staff from all of our healthcare sites are sharing best practice and experience, with the aim to improve services for local people. Benefits for patients will include:

- Improved clinical outcomes
- Improved patient experience
- Improved choice

The integration will also bring about greater opportunities for staff at both sites, including:

- Wider professional experience
- Rotation and opportunities to be involved in research
- Opportunities for greater sub-specialisation and to maintain skills in specialist areas
- Greater security and organisational resilience
- More staff involvement in Foundation Trust governance and leadership
- Increased referral base and better 'system management'.

We will build a strong and sustainable foundation trust which provides high-quality, value-for-money services to meet the health needs of the local population. It's a very exciting time to come and work for us. Found out more about our hospital and our combined Foundation Trust by visiting [www.chelwest.nhs.uk](http://www.chelwest.nhs.uk)

<b>JOB TITLE:</b> Biomedical Scientist	
<b>BAND:</b> 6	<b>DIVISION:</b> Clinical Support Services
<b>HOURS:</b> 37.5 hours per week, 12 months fixed term contract	<b>RESPONSIBLE TO:</b> Chief BMS haematology & Blood transfusion manager <b>ACCOUNTABLE TO:</b> 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, Transfusion Practitioner, 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 results in all areas of haematology or blood transfusion
- Must have blood film morphology experience.
- Understands the requirement of CPA and MHRA
- Coagulation theoretical and practical experience
- Experience with a 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.
- To provide and co-ordinate specialist clinical technical and scientific services to patients that may include research and audit.
- To undertake relevant pathology IT superuser duties and provide relevant training on pathology systems and equipment
- Can demonstrate the ability to train BMS band 5 and MLA staff.
- Must be prepared to cover out of hours 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 postholder, 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:** Jyoti Panesar

**DATE:** 8th<sup>th</sup> September 2016



## PERSON SPECIFICATION

<b>JOB TITLE:</b> Biomedical Scientist	
<b>PAY BAND:</b> 6	<b>RESPONSIBLE TO:</b> Chief BMS Haematology & Blood Transfusion Manager

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

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

<ul style="list-style-type: none"> <li>• Practical analytical skills associated with diagnostic laboratory work. Timely accurate working.</li> <li>• Methodical.</li> <li>• Well organised. Precise.</li> <li>• Numerate.</li> <li>• Competence in PC word processing, spreadsheet and database software.</li> <li>• Reliable and trustworthy</li> <li>• Quick to learn and comprehend.</li> <li>• Able to work as team member.</li> <li>• Self-motivation. Accepts responsibility.</li> <li>• Ability to work under pressure.</li> <li>• Ability to show flexibility by performing multiple tasks</li> <li>• Prepared to work with biological materials.</li> <li>• Maintains continued professional development.</li> <li>• Use good laboratory practice.</li> <li>• Aware of health and safety requirements of a diagnostic laboratory.</li> <li>• Understands incident reporting (use of Datix or equivalent system).</li> </ul>		Application forms/interview w/ Assessments
<b>PERSONAL QUALITIES</b>		
<ul style="list-style-type: none"> <li>• Good verbal and written communication and presentation skills</li> <li>• Good hand eye co-ordination.</li> <li>• Sufficient to fulfill the duties of the post with any aids and adaptations.</li> <li>• Able to perform light physical work</li> <li>• Capable of intense periods of concentration</li> <li>• Good troubleshooting skills.</li> </ul>		Application form/interview w/ Assessments