



JOB DESCRIPTION

A first class hospital for our community

1st 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

JOB TITLE: Biomedical Scientist	
BAND: 5	DIVISION: Clinical Support Services
HOURS: 37.5 hours/week, 6 months fixed term contract	RESPONSIBLE TO: Chief BMS haematology & Blood transfusion manager 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, 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 routine results in all areas of haematology or blood transfusion. Any grossly abnormal results are to be discussed with a more senior member of staff.
- Must have some basic blood film morphology experience.
- Understands the requirement of CPA and MHRA
- Basic Coagulation 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 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: 30th March 2016



PERSON SPECIFICATION

JOB TITLE: Biomedical Scientist	
PAY BAND: 5	RESPONSIBLE TO: 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
EDUCATION AND QUALIFICATIONS		
<ul style="list-style-type: none"> Member of IBMS HPCP Registration Demonstrable relevant experience post HPCP 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) 	<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
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
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