

Job Description

Title: Specialist Biomedical Scientist

Band: 6

Staff Group: Pathology

Reports to: Histopathology Operational Manager (HISOM)

Job Purpose:

We are seeking an enthusiastic Specialist Biomedical Scientist to join our histology team who will carry out laboratory investigations on samples of tissue to aid in the diagnosis and treatment of our patients

The Histopathology department at Portsmouth Hospitals University NHS Trust processes around 43,000 cases, generating ~350,000 slides per year. We are UKAS accredited against ISO 15189 standards and we hold training laboratory status from the IBMS and support training where appropriate.

In addition to routine histology processing, the department undertakes immunohistochemistry, manual and automated special staining, frozen section and immunofluorescence, renal, liver and lung biopsy work and digital pathology.

Key Responsibilities

The post holder will be expected to participate in the following activities:

- Specimen reception and specimen requesting
- Decalcification, X-ray, and Bandsaw use
- Cut up assist and transfers
- Processing specimens
- Embedding
- Microtomy
- H&E Staining
- Internal Quality Control
- Special staining
- Immunohistochemistry
- Renal/Liver/Lung biopsy preparation
- Frozen Section and Immunofluorescence
- Molecular referrals
- Digital Pathology (Sectra PACS, using 3DHISTECH P1000 and P250 scanners)
- Laboratory Information Management System (Clinisys WPE)
- Use of the Roche Vantage tracking system.
- External Quality Assurance and Quality Management
- Health and Safety
- Training and Mentoring
- Troubleshooting and Maintenance

- Stock management
- Archiving and retrieval
- Service Improvement
- On-call service provision for occasional renal biopsy or processor checks (optional)

The post holder will be required:

Technical

- To participate in the provision of the Histopathology service, rotating in all areas of the department as required.
- To undertake preventative maintenance schedules on laboratory instruments prior to use.
- To prepare and store high-cost reagents for use in laboratory investigations.
- To perform manual and semi-automated laboratory investigations, in a safe, efficient, and timely manner including tissue transfer and some specimen dissection.
- To measure and monitor the accuracy of laboratory investigations using appropriate quality control procedures.
- To undertake validation of complex results from laboratory investigations to ensure accuracy and precision as specified by laboratory protocols
- To plan and organise individual work within the demands of the team.
- To oversee the calibration of laboratory instruments.
- To act as section lead, reporting to Laboratory Management when quality control procedures indicate loss of performance of the laboratory instruments or methods.
- To report to the Histopathology Clinical Lead, Laboratory Management, and other senior staff when there is a situation which may cause a service delivery failure.
- To participate in the pre-analytical and post-analytical processing of specimens and laboratory results
- To advise, as necessary, staff and users of the Histopathology service on sample techniques under the supervision of the senior BMS
- In conjunction with other senior staff invoke corrective action for technical difficulties arising during specimen preparation
- To process time-sensitive samples and assess suitability of samples provided.

Scientific

- To participate in method and laboratory instrument evaluation
- To participate in research and development
- To carry out the above with the aim of maximising the quality of our service and minimising the costs

Clinical

- To participate in the processing and reporting of time-sensitive Cellular Pathology samples
- To participate in the processing and evaluation of Histopathology samples
- To maintain the nationally required standard by laboratory participation in relevant External Quality Assurance schemes
- To participate in audits, as required.
- To ensure Consultant Pathologists are aware of any results requiring urgent clinical action.

Laboratory Informatics

- To comply with local and national policies for the safe, secure, and confidential processing, and storage of patient and other laboratory information
- To use the Laboratory Information System according to the authorised protocols
- To maintain the integrity and accuracy of laboratory databases
- To undertake training to ensure awareness of changes in the information systems

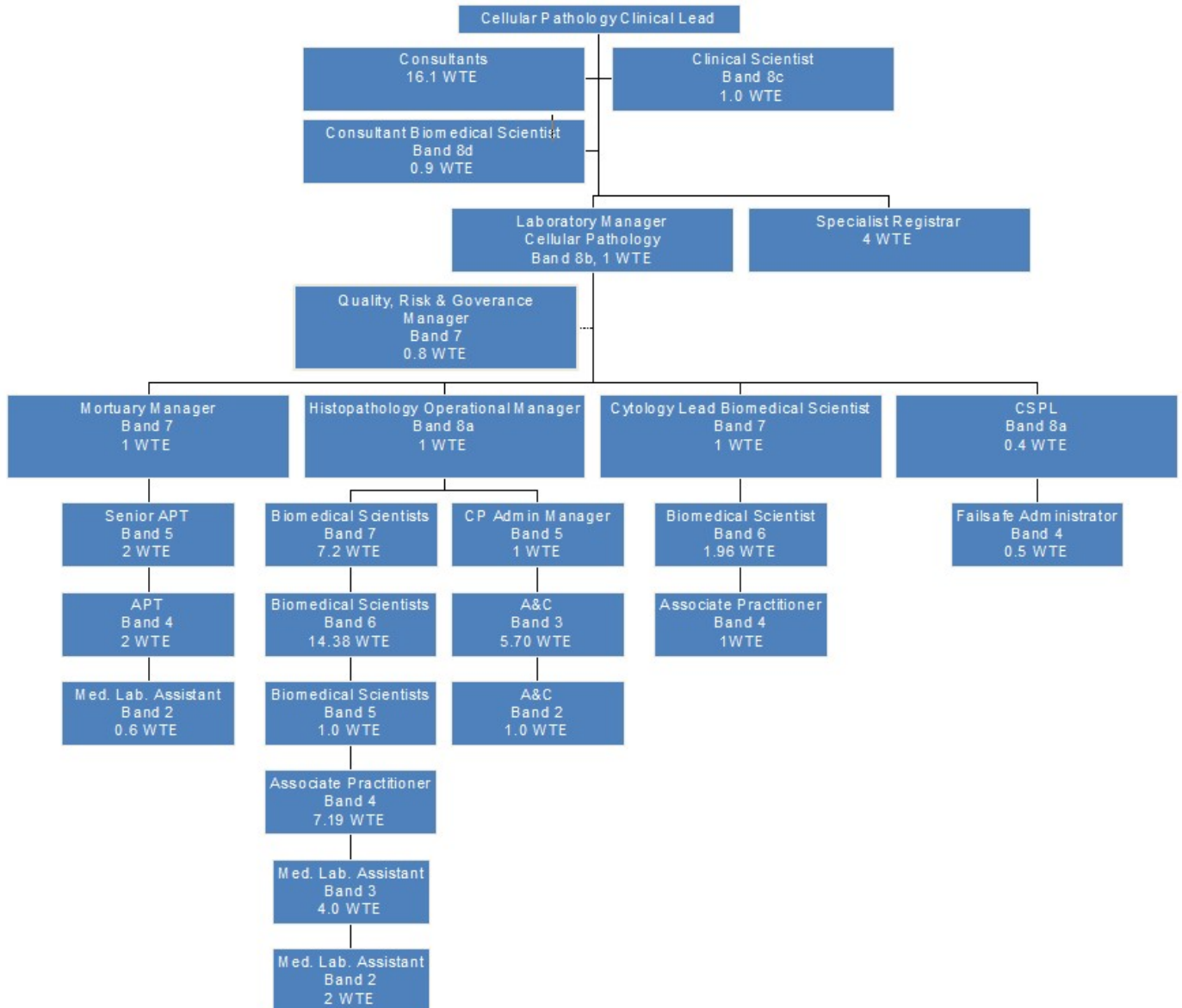
Administrative

- To ensure compliance with good work practices required for the standards of UKAS.
- To assist in preparation and maintenance of Standard Operating Procedures
- To participate in the quality management processes
- To undertake work-file management to ensure that all results are reported within the agreed turnaround time.
- To train, develop and assess the competence of Medical Laboratory Assistants / Associate Practitioners and lower grade Biomedical Scientists if required.
- To supervise the work performance of Medical Laboratory Assistants and lower grade Biomedical Scientists if required
- To participate in monitoring supplies of reagents and consumables and assist in the ordering and receipting of stock.

General

- To perform all duties to the best of the post holder's ability under conditions which are often stressful due to time constraints, staffing levels, environmental conditions and nature of samples received.
- To monitor own test reporting levels in reference to national standards, and to notify laboratory management if uncertainties are encountered.
- To participate in an annual appraisal and personal development review and appraise lower grade staff.
- To partake in the departmental out of hours on call service
- To maintain registration as a Biomedical Scientist with the Health & Care Professions Council (HCPC).
- To maintain professional competence and be aware of developments in areas of responsibility and other biomedical sciences.
- To demonstrate continual professional development to maintain skills and knowledge and maintain essential skills compliance.
- To co-operate with other departmental and hospital staff to promote awareness of the professional image of Pathology throughout the Trust.
- To co-operate with other departmental and hospital staff to promote awareness of the professional image of Pathology throughout the Trust
- To deputise for the senior BMS staff, when required

Organisational Chart



Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility.

Trust Organisational Expectations

The post holder will:

- Proactively and positively contribute to the successful overall performance of the Trust.

- Deliver excellent levels of customer service to all patients/visitors and staff at the Trust.
- Develop effective ways of working and create strong partnerships and relationships with all stakeholders to support the implementation of the Government's policies on Health.
- Develop an organisational culture that fosters collaborative working among all staff groups, to ensure a focused commitment to delivering quality services and outcomes.
- Act as an advocate for the Trust & its contribution to the Health Service arena through creating effective partnerships and relationships with internal and external stakeholders.
- Comply with corporate governance structure in keeping with the principles and standards set out by the Trust.
- Support the Trust culture of collaborative, flexible cross-team working and commitment to delivering quality services and outcomes, which support the Government's policies on public health.
- If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

- Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
- Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
- Challenge poor practice that could lead to the transmission of infection.
- Proactively, meaningfully, and consistently demonstrate the Trust Values in your everyday practice, decision making and interactions with patients and colleagues.

Shared Core Functions

- Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the production of the required deliverables and control risks,
 - Support team members to deliver on their functionally relevant objectives through offering advice, guidance, and support as appropriate.
 - Ensure that approved budgets are spent effectively and in accordance with agreed procedures.
 - Liaison with Senior Professionals and related functions to ensure that work is neither overlooked nor duplicated.
 - Build and sustain effective communications with other roles involved in the shared services as required.
 - Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims.
 - Establish and maintain strategic links with a range of external partners/stakeholders or manage the links made through the team. Engage with external partners/stakeholders to gain their necessary level of contribution & commitment to the successful delivery of your work.
 - Undertake proactive horizon scanning for either developments relating to Trust work or opportunities for Trust involvement around health issues.
 - Increase the level of knowledge & skills within the Trust through documenting key learning and supporting others to develop their professional abilities.
 - Dissemination of knowledge through engagement in report writing, and reviewing, taking full responsibility for technical accuracy and reliability and being sensitive to the wider implications of that dissemination.
 - Ensure that expertise is seen as a resource within and outside the Trust and form working partnerships with government departments, national agencies, and key stakeholders.
 - Develop structures, systems, ways of working and personal values that will support the Trusts sustainable development objectives regarding issues such as Carbon reduction and waste minimisation; and to encourage all stakeholders of the Trust to act as enthusiastic agents of change.
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Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

Person Specification

Qualifications

Essential

- An accredited BSc Biomedical Science or equivalent.
- Current Registration as a Biomedical Scientist with the Health and Care Professions Council.

Desirable

- Member of the IBMS
- IBMS Specialist Portfolio in Cellular Pathology or equivalent

Experience

- Previous experience of working in a histopathology laboratory or equivalent.
- Be computer literate especially with the handling of data.
- Experience in specimen dissection and renal/liver/lung biopsy preparation.
- Experience with quality management and audit.
- Knowledge of DATIX and iPassport.
- Experience with digital pathology.
- Experience in service improvement.
- Evidence of CPD

Skills & Knowledge

- The ability to work using own initiative and without supervision.
- The ability to deal with colleagues bringing in samples for processing and to field enquiries.
- Excellent verbal and written communication skills.
- Evidence of good manual dexterity and hand eye coordination.
- Demonstration of good organisational skills
- Demonstration of good interpersonal skills.
- Conscientious, methodical approach to duties
- The ability to interact directly with colleagues bringing in samples in a sensitive and respectful manner.
- An understanding of the political sensitivities of the Trust
- Ability to demonstrate confidentiality and trustworthiness.
- A willingness to be flexible and part of a team.
- Ability to demonstrate a high degree of concentration and attention to detail.
- Deal calmly and politely with members of hospital staff who are working in areas of extreme pressure.
- Ability to juggle many priorities at one time, whilst remaining calm
- Prepared to handle clinical samples.

Working Together for Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

Job holders are required to act in such a way that at all times the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: