Portsmouth Hospitals University NHS Trust

Job Description

Title: Specialist Biomedical Scientist (Clinical Microbiology)

Band: Band 6

Staff Group: Healthcare Scientist

Reports to: Operational Manager (Microbiology)

Job Summary:

- To carry out investigations on samples of tissue and body fluids to diagnose disease and monitor the treatment of patients
- To undertake clinical scientific activities and maintain records in accordance with ISO 15189:2022 standard.
- To work as part of a team of Biomedical Scientists, on a rotational basis, to deliver a patient-orientated medical laboratory service and contribute to efficient and effective patient care
- To apply specialised knowledge in the analysis and interpretation of specialist test results in clinical microbiology

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Key Responsibilities:

Technical & Scientific

- To undertake, preventative maintenance schedules on laboratory equipment as appropriate.
- To prepare and store reagents for use in laboratory investigations whilst being conscious of the very high cost of some of these.
- To perform manual, semi-automated and fully automated laboratory investigations, in a safe, efficient and timely manner.
- To measure and monitor the accuracy and imprecision of laboratory investigations using appropriate quality control procedures.
- To report to a Senior Biomedical Scientist when quality control procedures indicate loss of performance of the laboratory instruments or methods.
- To report to a Senior Biomedical Scientist when there is a situation that may cause a service delivery failure.
- To process potentially infectious materials (swab / tissues / bodily fluids) for microbiological testing.
- To work in Containment Level 3 facilities and be competent in handling Hazard Group 3 pathogens.
- To assist the Senior Biomedical Scientists in the evaluation of new methodologies and laboratory technology.
- To participate in research and development projects.
- To interpret laboratory results and take appropriate actions to ensure they benefit the patient.
- To be responsible for the computer input and release of laboratory results that require no further clinical authorisation.
- To assist in patient management by ordering first-line and follow-up laboratory procedures as indicated from given clinical information and results of primary tests, respectively.
- To refer clinically significant and / or abnormal results to senior technical or medical staff as appropriate.
- To participate in audits internal, external and clinical as required.

- To communicate authorised test results to clinicians by telephone

Laboratory Informatics

- To comply with local and national policies for the secure and confidential storage of patient and other laboratory information.
- To use the Laboratory Information System according to authorised protocols.
- To maintain the integrity and accuracy of laboratory databases.
- To undertake required and essential to training to keep abreast of changes and meet legal requirements regarding use of information systems.

Administrative

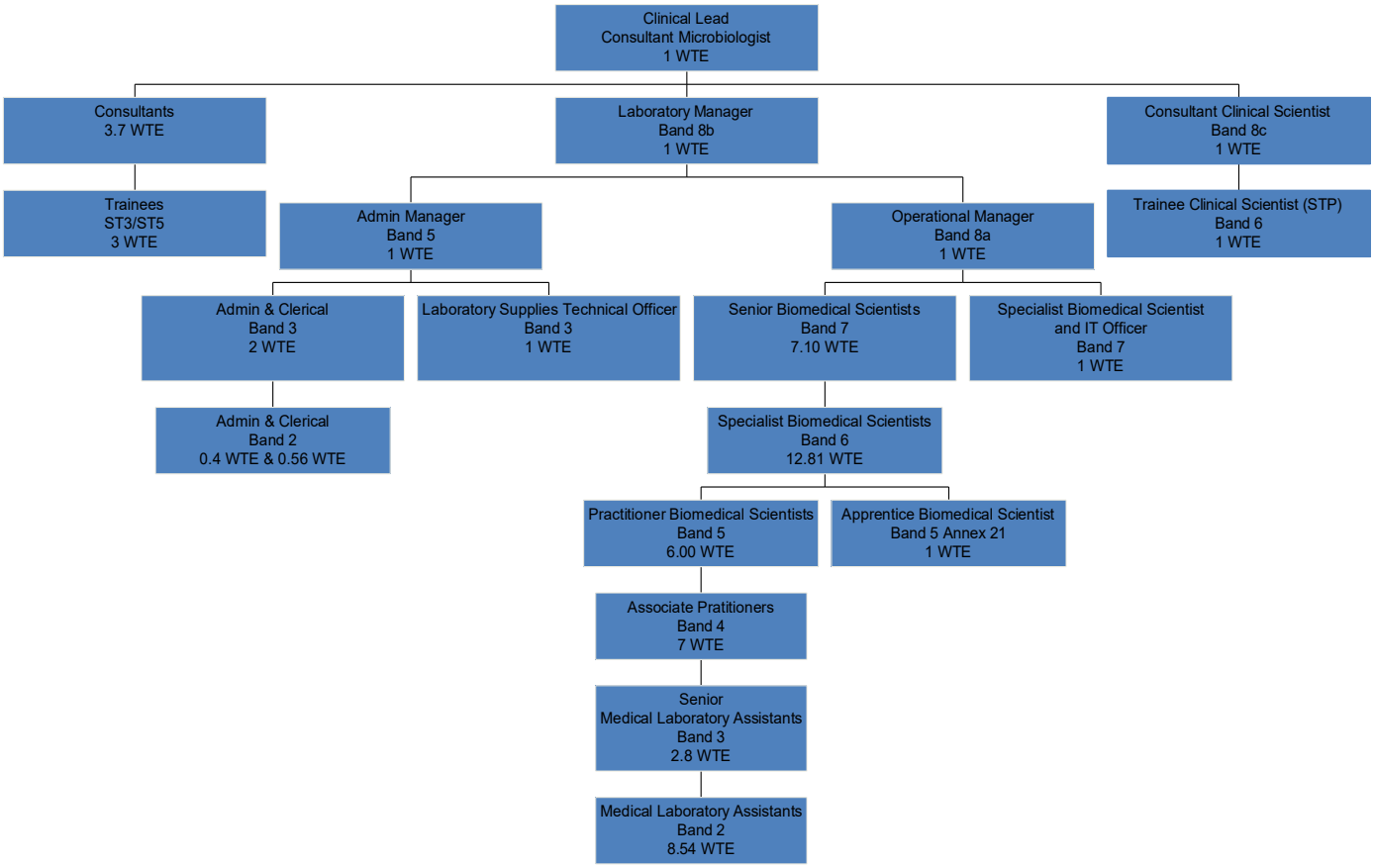
- To ensure compliance with good work practices required for accreditation to ISO 15189:2022 standard.
- To assist in the maintenance of Standard Operating Procedures.
- To train, develop and assess the competence of Trainee Biomedical Scientists, Medical Laboratory Assistants and Associate Practitioners.
- To supervise the work performance of Trainee Biomedical Scientists, Medical Laboratory Assistants and Associate Practitioners.
- To inform Senior Biomedical Scientist when stocks of reagents and consumables are running low.

General

- To maintain a working knowledge of sections within the department and rotate into sections as appropriate in order to guarantee continuity of service.
- To plan and organise their work within the demands of the team.
- Other tasks as deemed necessary by Laboratory Manager that is commensurate with grade and status.
- To respond to incoming telephone enquiries in a polite and efficient manner.
- To contribute to the core activities of the Laboratory.
- To demonstrate continued professional development to maintain knowledge and skills and to maintain registration with the Health and Care Professions Council.
- To participate in the staff appraisal process.
- To co-operate with other departmental and hospital staff as required, promoting awareness of the professional image of Pathology throughout the Trust.

Organisational Chart

Microbiology Department



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

- BSc (Hons) or equivalent in Biomedical Sciences
- Registration with the Health and Care Professions Council (HCPC)
- IBMS Specialist Diploma in Medical Microbiology / Virology or equivalent e.g. MSc in Microbiology / Biomedical Science. Consideration will be given to candidates with the requisite experience, who can demonstrate a clear route to completion of their IBMS Specialist Diploma within a maximum of three months.

Skills and Knowledge

- Ability to use highly automated equipment
- Ability to maintain standards of accuracy and hand to eye coordination in repetitive manual techniques
- Ability to work in a methodical and organised manner
- Ability to undertake the technical validation of microbiological test results
- Knowledge to undertake the interpretation of diagnostic laboratory results
- Excellent verbal and written communication skills
- A knowledge of Health and Safety legislation and procedures within a clinical microbiology laboratory
- Strong customer service skills
- Evidence of ability to work using own initiative and without supervision
- To have a basic knowledge of Microsoft Word and Excel
- Practical knowledge of clinical laboratory equipment and methods

Experience

- Requisite experience working in a UK hospital clinical microbiology laboratory environment as a Registered Biomedical Scientist
- Be able to demonstrate a broad level of specialist knowledge and practical experience
- Evidence of continuing professional development

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 well being 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: