

Job Description

Title: Haematology Clinical Scientist

Band: Band 7

Staff Group: Technical and Scientific

Reports to: Consultant Haematologist

Job Purpose:

1. To comment on and to advise clinical staff in primary and secondary care on the utility, interpretation and diagnostic value of Haematology & Coagulation results
2. To specialise in the provision of an interpretive service in Clinical Haematology/Transfusion
3. To provide a vital link for communication, training and expertise between the BMS and Consultant staff to ensure best practice for patients
4. To contribute to bone marrow reporting, blood film reporting and authorisation of the doctorial Haematology queue
5. To provide education/support for BMS and Haematology Registrars
6. To provide support to hospital teams prescribing platelets and other blood products/factor concentrates for haemorrhagic patients

To develop investigative pathways for haematological disorders, which can be rolled out across the trust, facilitating timely and appropriate investigation

Key Responsibilities

Shared Core Functions

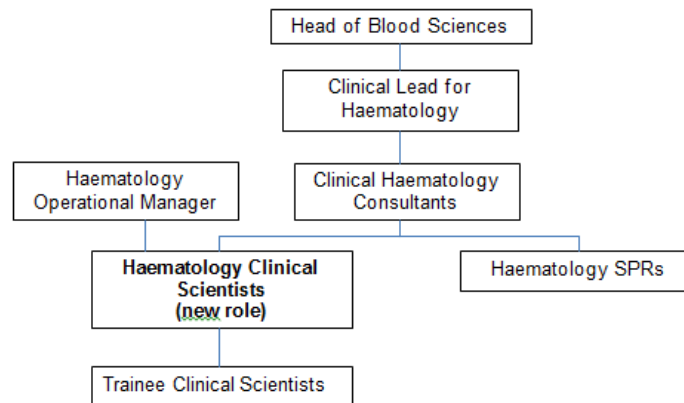
- Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the production of the required deliverables and control risks,
- Support team members to deliver on their functionally relevant objectives through offering advice, guidance and support 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 with regard to issues such as Carbon reduction and waste minimisation; and to encourage all stakeholders of the Trust to act as enthusiastic agents of change.

Specific Core Functions

- To comment and advise clinical staff on wards, outpatients and general practice on the utility, interpretation and diagnostic value of assays performed within Haematology, Coagulation and Blood Transfusion. This is complex information which requires specialist knowledge as it is not well understood by other clinicians.
- The post holder will attend diagnostic MDT meetings with a view to ordering additional specialised tests to facilitate an integrated report. They will be responsible for overseeing these MDTs and recording MDT outcomes.
- Contribute to the clinical validation of general Clinical Haematology results that require further clinical interpretative comments via data entry.
- To give advice to clinical staff related to blood product requirements, the use of factor concentrations (including warfarin or NOAC reversal) and authorise their issue.
- To undertake reporting of advanced diagnostics including blood and bone marrow morphology and specialised coagulation.
- Telephone abnormal results, interpret them, providing relevant immediate advice, flagging urgent results to clinician colleagues as appropriate.
- To contribute to final authorization of blood films out of hours (including weekends), with Haematology Consultant back-up. Participate as an out of hours Duty Clinical Scientist, giving advice to doctors on the management and prescription of blood products and factor concentrates for bleeding patients. Out of hours liaise with patients, GPs and the "111 service", regarding warfarin reversal and management of high INRs.
- Monitor the quality of performance of the analysers in an area of specialist interest and to implement policies such that performance is maintained and improved where appropriate. Be responsible for the safe use of complex equipment when used.
- Provide initiative and support for clinical audit within the department and develop links externally to enhance multi-disciplinary clinical audits.
- Develop expertise in delivering complicated laboratory assays including specialised clotting.
- Be actively involved in the initiation, planning and implementation of research and development projects of the department.
- Be actively involved with the in-service training and general education of the trainee Clinical Scientists and Haematology Registrars
- Develop investigative pathways, for common Haematological conditions, which can be rolled out trust-wide.
- Utilise requesting privileges to order specialised tests, including cytogenetics and molecular assays, to facilitate expedited patient diagnostics
- Develop a trust-wide service, as the 1st point of contact, for common Haematological enquires
- To provide a vital link for communication, training and expertise between the BMS and Consultant staff to ensure best practice, adherence to ISO15189 & MHRA
- Participate in the in-house departmental education program.
- Contribute in marking the specialist portfolio work for BMS staff.
- Participate in continuing professional development and keep a record to reflect this.
- Attend courses/seminars/lectures to update knowledge of clinical practice.
- Work towards Fellowship of the Royal College of Pathologists.

Organisational Chart



Other

Job Holders are required to:

1. Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
2. Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.
3. Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
4. 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.
5. Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date



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

- BSc in a relevant science (e.g. Healthcare.), MSc in a relevant science.
- State registered Clinical Scientist in Clinical Haematology
- Broad experience of Clinical Haematology
- Further research qualifications (desirable)

Experience

Essential

- Demonstrable experience working in a Haematology/Blood Sciences laboratory as either a BMS or/& trainee Clinical Scientist

Skills & Knowledge

Essential

- Effective communication skills, both written and spoken
- Good organisational skills
- Ability to prioritise work based on clinical need
- Sound knowledge base
- Autonomy of decision making for individual patient outcomes
- Selective clinical problem solving within the "out of hours" Haematology service with backup from Consultant clinical colleagues within the Department
- Pathology computer and programmes experience.
- Database query, spreadsheet design

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: