Partnering Ambitious Caring Trusted

NHS
The Shrewsbury and Telford Hospital
NHS Trust

Consultant Clinical Scientist

Candidate Pack

Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read. Our goal is to make the application process more accessible and inclusive for everyone.

- This role is part of a team that helps doctors understand test results and make decisions about patient care.
- You will give expert advice on which tests to use and what the results mean.
- You will help manage the biochemistry lab and make sure it meets high standards.
- You will work with other scientists and doctors to improve how the lab works.
- You may also teach students and take part in research.
- You will be part of a rota that provides support outside normal working hours.

Job Description

Job title:	Consultant Clinical Scientist
Grade:	8D (awaiting confirmation of Agenda for Change)
Accountable to:	Head of Clinical Biochemistry
DBS required:	No

JOB OVERVIEW

The holder of this post is expected to provide a comprehensive clinical biochemistry service for all users of the laboratory network. The consultant will provide expert support for the diagnosis and management of biochemical clinical problems, will help advise on appropriate

investigations on an individual patient basis and determine the repertoire provided by the clinical biochemistry department within the resources made available to the service. The consultant will also have a role in clinical liaison and help the department to maintain UKAS accreditation.

The appointee will join an existing team of Chemical Pathologists and Clinical Scientists to provide a comprehensive biochemistry service. The main base of work for the post will be discussed and agreed at appointment as it is flexible across the network sites. There is a duty biochemist rota to cover the service

The appointee will join the biochemistry on call rota.

The post holder will have roles including duty biochemist, advice and guidance to clinicians and users of the service, other laboratory duties and clinic activity. Opportunities also exist to participate in management and undergraduate and post graduate teaching and research. The post holder will actively engage in and develop the clinical biochemistry services to maintain accreditation and drive the scientific development of the department.

The department embraces new ways of working that deliver patient benefit and will consider and support flexible/part time or job share roles.

The Department

Shropshire Pathology is composed of the departments of Cellular Pathology, Blood Sciences and Microbiology. Heads of each of these district wide services together with a Clinical Director, Centre Manager, Lead Scientist and Head Biomedical Scientist form the Pathology Committee, which is responsible for the running of Shropshire Pathology. The Chair of the Pathology Committee is the Clinical Director of Pathology appointed by the Trust and is responsible to the Divisional Director and thence the Medical Director. Dr Helen Ashby (Consultant Chemical Pathologist) is the current Clinical Director.

Each Head of Department is responsible for the budget in their own discipline with the Clinical Director having overall responsibility. The current Head of Biochemistry is Dr Nigel Capps. The staff within each Department are responsible and accountable to the Head of Department.

Blood Sciences laboratories for the Trust are sited at the Royal Shrewsbury Hospital and Princess Royal Hospital, with a satellite laboratory at Robert Jones and Agnes Hunt Orthopaedic Hospital.

Cellular Pathology and Microbiology laboratories are on the Royal Shrewsbury Hospital site.

There are 12 WTE Consultant Cellular Pathologists, 5 Consultant Haematologists, 2 Consultant Microbiologists and 2.7 Consultant Chemical Pathologists. The total staff of Shropshire Pathology is approximately 210 WTE. There is a multi-disciplinary Telepath Computer System covering all the laboratories throughout the district with 150 terminals and multiple printers. There are direct electronic links to most wards and GP practices. Plans are underway to implement a new LIMS system in the next 2 years.

Workload (2023 – 2024)

Total Workload: 9.4 million tests (excluding calculated tests)

Total Tests	**2023 – 2024**
Chem	8229438
Immuno	768553
Manual	290339
SAS	72582
TOTAL TESTS	
Calculated	2034126
Total Tests + Calc	11395038
Requests	954159

Medical Staff

Consultant Chemical Pathologists	2.7 staff members

Clinical Scientist

Principal Clinical Scientist	2.7 staff members
Senior Clinical Scientist	0.8 staff members

Laboratory Management

Lead Biomedical Scientists	1.0 staff members

Laboratory

Senior Biomedical Scientist	4.5 staff members
Specialist Biomedical Scientist	21.15 staff members
Associate Practitioner	10.5 staff members
Medical Laboratory Assistants	10.26 staff members
Trainees	3 staff members

Office

Admin office lead	1 staff member

Our Services

The main blood science laboratories are at the Shrewsbury and Telford Hospital sites, with most specialist work done at the Shrewsbury site. There is a small laboratory on site at Oswestry.

All the Private work is integrated with the NHS work, the Trust receiving a share of the fees and the remainder being shared pro rata among the Consultants.

This is a very exciting time to join our pathology team as we develop plans for pathology networking, collaborating with the North Midlands and Cheshire Pathology Service (NMCPS). We believe that this partnership with likeminded colleagues will help attract investment into pathology, maintaining our excellent quality and improve the long-term sustainability of our service.

JOB SUMMARY

- Responsible, along with consultant colleagues, for the direction of a biochemistry services critical to the Trust, ICB and external users.
- Works closely with other pathology disciplines to provides planning in a range of overarching pathology wide complex clinical services/activities, including the development of business cases, service and equipment specifications, tenders and procurement.
- Be responsible for Implementing policies, local and national guidelines and in strategic planning, proposing changes to practices that may lead to service improvements.
- Be a key part of the senior management team for Clinical Biochemistry and specialist services who works closely with other members of the team to provide an integrated efficient and cost effective Clinical Biochemistry service to all users.
- As required, in the absence of the biochemistry head of department, acts as a lead for clinical biochemistry
- Responsible for the management of resources in an appropriate manner and has an understanding of budgets and to Support the business unit to promote services to local and national users
- To provide scientific and managerial support within one or more particular aspects of the work of the biochemistry and specialist biochemistry services. The post holder will have a wide range of skills and experience to support the services at a high level.
- To support the clinical leads and operational leads to deliver the agreed strategy and set the overall direction of the services.
- To support the design of clinical biochemistry services that deliver the service including out-of-hours working, on-call support, extended working hours
- Supervise, advise, check and approve work produced by other members of the team(s) working in biochemistry and sub-sections.
- To help the specialty to provide a clinical service to nationally accepted standards (UKAS: ISO 15189 or equivalent).
- To provide highly complex clinical/scientific reports, advice, opinions, judgements for a range of highly specialised investigations and services to local, national and international service users
- To provide clinical advice and interpretation of results and participate in the general clinical support (‘duty biochemist’) rota.
- To evaluate and implement recent developments in Clinical Biochemistry, as required by the Head of Service, to ensure that clinical biochemistry provides a service which maintains current good practice.
- To lead and line manage a team of clinical scientists and be responsible for the clinical and scientific work, including quality, and managerial aspects of the work and the staff within the team(s)
- To exercise considerable autonomy for ther own work and that of the section/team and to employ all the competences of a State Registered Clinical Scientist
- To contribute to the management of the department through active involvement indepartmental committees and working groups and through experienced gained in the wider context of participation in national and professional working groups

- Lead on and undertake high level activities that link into quality management system such as Method development, research, Audit, External Quality Assurance (EQA), Internal Quality Control (IQC), Laboratory informatics/technology projects and training.

MAIN DUTIES AND RESPONSIBILITIES

Clinical / Patient Care

- Acts as expert scientist in clinical biochemistry and provides specialist scientific knowledge. To provide a Consultant clinical advisory service to hospital and primary care clinicians, nursing staff, other health professionals and referral laboratories (national and international). This will include guidance on the selection of tests, the interpretation of results, the selection of further tests, in order to aid the diagnosis and treatment of patients, and within the competencies of the individual, provide guidance on treatment.
- Working directly with clinical teams to develop patient pathways and diagnostic pathways that improve patient care. Under direction and independently write and develop clinical guidelines/protocols for testing strategies to be used both within the Trust and in primary care.
- Support other Consultant clinical scientists and Clinical staff to deliver efficiency and conduct service reviews to improve patient care
- To be clinically and professionally responsible for a section(s) of the service subject to the overall direction of the Clinical Head of Department
- Undertake clinical validation and authorisation of a range of reports and take responsibility for the accuracy, interpretation and timely reporting of test results, and direct staff to undertake further investigations to solve complex diagnostic cases as appropriate
- Ability to clinically validate and analyse complex results. This will include adding clinical interpretative comments to reports where appropriate, identifying potentially erroneous results and participation in the general clinical support ('duty biochemist') rota. Interpretation of complex data/results in specialist area where expert opinions differ
- To participate in multidisciplinary meetings, ward rounds or other appropriate settings to discuss cases and contribute to management of outcomes.
- Under direction and independently, interpret and implement national clinical guidance (e.g. NICE technology appraisals) at the local level, ensuring good communication of any proposed changes to current practice. With appropriate support, plan and implement appropriate short- and long term service changes, on a Trust-wide basis, where necessary.
- Maintain/develop an area of special interest, performing independently a range of complex scientific work and offering an interpretative service.
- Comply with health and safety legislation, the Trust's policies and procedures, standing orders and financial instructions.
- Ensure that any health and safety issues are raised through the departmental management structure.
- Participate in such departmental or Trust committees as may be deemed appropriate.
- Participate in such regional, national and international professional committees as may be required for advising on, or organising, aspects of the scientific services of the Trust or the NHS

Leadership and Management

- To manage a team(s) of healthcare scientists with line management responsibilities for performance management, disciplinary and conduct processes and career development and pastoral care within the overall direction of the Clinical Head of the Department.
- Assist clinical leads and operational leads with resource planning, cost improvement program (CIP), efficiency and rationalisation initiatives, strategic planning and budget setting as required.

- Supports the Clinical and operational leads in executing CIP plans
- To be responsible for the day-to-day management of the staff, including: work allocation departmental meetings, staff appraisal, training, sickness return to work interviews and the initial stages of discipline and grievance.
- To assist in the recruitment of healthcare care scientist staff as well as auxiliary staff required for the functioning of the laboratory
- Develop policies and practices within the department by participating in departmental committees or working groups.
- Demonstrate effective leadership skills through mentoring, attending departmental and section meetings. Have the ability to engage HCS staff at all level and be an inspirational leader.
- To develop and improve the existing service portfolio by continual review of quality, productivity and efficiency.
- To propose and evaluate potential new services relevant to the section and department
- Contribute to the budgetary commitments of the department ensuring value for money and identification of cost improvements.
- To analyse highly complex facts or situations, requiring analysis, interpretation and comparison of options.

Scientific Research and Innovation

Promote and support the research and development culture of the department and Trust by:

- Applies knowledge and experience of representing the discipline on local and national scientific committees to promote research and innovation
- Co-ordinating and implementing research and development according to the needs of the service and in support of research programmes. This includes analytical and clinical evaluation of new investigations or tests, and specialist scientific equipment to be introduced to develop the diagnostic service.
- Developing a research interest in an appropriate area related to service needs and taking into account the Trust's and Department's research focus. This may include identifying and realizing funding to support such research.
- Ability to build relationship with suppliers of technology that will aid research and development
- Apply for research grants and funding were appropriate. Instigate collaborative working with the clinical teams and assist in joint applications.
- Supervising research projects undertaken by junior members of staff within clinical biochemistry.
- Collaborating and advising on approved research projects undertaken by clinical staff.
- Developing strategic alliances with other research-active professional groups that may be internal or external to the Trust.
- Ensuring that any research undertaken within or through the Department satisfies the Trust's Research Governance Framework and appropriate national legislation (e.g. The Human Tissue Act).
- Ensure that research findings are appropriately disseminated both within and outside (e.g. at national and international scientific meetings and in peer- reviewed publications) of the Trust, enabling research outcomes to inform the wider health service agenda.

Equipment and Systems

- Assist with the provision of an area of the laboratory service, providing some specialist support to the BMS and AHCS staff and ensuring good communication and liaison between the technical and clinical aspects of the service.
- Assist with the evaluation, replacement, and commissioning of highly specialised laboratory equipment and instrumentation.
- Possess a broad knowledge of equipment, technologies and methods used within clinical biochemistry.
- Develop a knowledge of the Laboratory Information Management System (LIMS) as well as working knowledge of other computer systems (e.g. PAS, QPulse, ICE, Electronic Patient Record) in order to provide a quality service to clinicians, taking responsibility for the entry and storage of sensitive data.
- Independently undertake analysis of laboratory data using statistical packages and produce appropriate reports.
- Be familiar with the use of standard computer word processor and advanced database, spreadsheet and statistical packages

Decisions and Judgements

- Interpret complex results and provide an advisory service for screening, diagnostic and prognostic tests.
- To work autonomously but to know when to seek advice and support Independently develop and implement managerial and clinical policies, procedures and guidelines.
- Expected to prioritise workload.

Communication

- In the absence of the head of department, chairs meetings, attends committees and feeds back effectively to the head of department and the wider team
- Be an active member of the Clinical Biochemistry Senior Management Team and having a leading role in strategic planning, service planning, staffing issues and budget control
- Attend/chair all relevant Departmental meetings and attend Trust and National meetings on behalf of the Department as required.
- Communicates effectively within those meetings held within the Department to ensure the smooth running of the analytical services
- Communicates effectively at meetings external to the department as required.
- To provide support for staff completing a portfolio at any level.
- Communicates effectively with the Head of Department in relation to any issue affecting the Department as a whole. This may include procurement, staffing, equipment issues, or any issue affecting the infrastructure of the Department.
- Communicates effectively with staff in other Pathology Departments in relation to common issues.
- Communicates effectively with staff of all groups and grades outside the Department and with external suppliers of goods, equipment or services, to support the smooth running of the analytical service

Quality, Governance and risk management

- To take a leading role within the department to ensure the department maintains accreditation under UKAS and that the required assessment standards are met
- Assist in the implementation of quality processes within the department, ensuring that the quality management system functions correctly.
- Participate in EQA schemes as required.
- Undertake the production, maintenance and implementation of Standard Operating Procedures using the Q Pulse Quality Management System.
- Ensure that all audits, critical incidents and complaints are recorded and that corrective and preventive actions are made.
- When incidents occur, take immediate appropriate action and ensure incidents are reported as appropriate (Datix and Q Pulse)
- Assist in the rectification of non-conformance from Audits etc**.**

Information Technology

- Maintains an advanced working competency in the use of the laboratory information system, the analyser interface system, any software used in the running of analytical equipment, the document management system together with any standard package available on laboratory PC's such as word, Excel or Power Point.
- Provides support and training for other staff members in relation to the above.

Education, Training, Experience and Development

- Ensure bench based competencies are completed for relevant staff in accordance with the Training Policy.
- To support staff with training difficulties, working with the other senior staff to manage the process according to departmental and Trust policies and procedures.
- Supports training within the department, to develop and update training to reflect changes in practice.
- Maintains registration with the Healthcare Professions Council.
- Is educated to post graduate level or equivalent.
- Works towards achieving objectives set during annual review.
- Attends and participates in the Departmental training activities, providing training for others.
- Attends internal and external courses of study as appropriate.
- Maintains expertise in a specialist area to facilitate training other staff in the Department.
- Supports healthcare scientists at all levels (STP, HSST, FRCPath, BMS, FIBMS, MSc, BSc) with portfolio, exams and projects
- Support healthcare professionals with scientific writing

On call and cover arrangements

The appointee will participate in the clinical biochemistry on call rota.

Person Specification

QUALIFICATIONS

ESSENTIAL	DESIRABLE
• State Registered (HCPC) as a Clinical Scientist • BSc (Hons) Biochemistry or biological science or equivalent • MSc in Clinical biochemistry or equivalent • Completion of FRCPath • Demonstration of participation in the Royal college of Pathologists CPD scheme or equivalent.	• Post graduate qualification • Management or leadership qualification

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
• Expert knowledge of clinical biochemistry, clinical validation and provide expert advice • >3 year experience as a consultant clinical scientist • Experience of implementing a new service and instrumentation • Experience of leading a team and Clinical liaison with CCG and clinical teams • Budget management, strategic oversight and planning services • Knowledge of accreditation standards. • Knowledge of Health and Safety. • Able to undertake risk assessments. • Specialist knowledge relevant to an area of the department. • Knowledge of Quality Control and Assurance. • Knowledge of laboratory computer systems • Advanced computer literacy. • Have an understanding of both the workings of Pathology and computer	• Demonstrate previous experience R+ D • and publications • Experience of procurement and tendering • Knowledge of budget managements • Advanced theoretical and practical • knowledge & experience to PHD/Doctorate Level • Experience of HR processes • Experience of teaching • Experience in supervision of STP trainees • Experience of supervision of HSST trainees • Confidence with document storage software • QPulse • Knowledge of Microsoft office including • Excel • Confidence with statistical software such as Analyse IT

systems so that relevant IT development can be achieved.	
• Knowledge of Health and Safety especially with regard to VDUs. • Able to manage stock. • Good knowledge of financial management and resource allocation	

SKILLS

ESSENTIAL	DESIRABLE
• Attention to detail. • Ability to work as part of a team. • Able to work without direct supervision. • Problem solving. • Ability to assess and take appropriate action in urgent situations. • Listening • Able to co-ordinate work flow, and determine staff rotas. • Able to supervise the work performance of staff. • Able to organise and manage own and others work. • Able to lead a team. • Able to represent the department in internal meetings. • Ability to communicate scientific and technical information. • Ability to communicate with other healthcare professionals, including interpretation of analytical diagnostic results • Able to write and understand complex standard operating procedures.	• Good leadership skills • Inspirational • Motivational • First line management training. • Able to assist on interview panel. • Leadership training • Demonstrate scientific writing skills • Poster publications

• Experience of producing scientific writing (poster and peer reviewed publications)	

General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

Health and safety

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

Infection prevention and control (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

Information governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You

are required to comply with the Trust's Information Governance policies and standards.

Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.

Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional standards and performance review

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

Safeguarding children and vulnerable adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous improvement

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.