

SENIOR BIOMEDICAL SCIENTIST

Candidate Pack



Our Trust

At The Shrewsbury and Telford Hospital (SaTH), our vision is to provide excellent care for the communities we serve. Working together across our teams, we provide district general hospital services for around half a million people in Shropshire, Telford & Wrekin, and mid-Wales.

Our main service locations are The Royal Shrewsbury Hospital and The Princess Royal Hospital, Telford, which together provide 99% of our activity. Alongside these, we also provide community and outreach services across the local area.

As one of Shropshire's biggest employers with around 7,000 staff, we offer a wide range of opportunities to build a rewarding career across both clinical and non-clinical roles. Our people are dedicated and passionate, working together to deliver the best patient care. No matter your role, you'll be joining a supportive team environment where you'll be able to make a real difference for our patients.

We are committed to supporting you at every stage of your career with us, whether you're starting something new or looking to take the next step into leadership. With strong partnerships and our newly awarded university hospital status, you'll have access to excellent education, mentoring and experience to help you thrive.

Our Vision

"To provide excellent care for the communities we serve"

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

Our Values



Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level - from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction — between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

C.A.R.E. Meaning and Practice

Compassion - Demonstrate genuine kindness, empathy and humanity in every interaction.

Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

Acknowledge - Actively listen and be fully present.

Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

Respect - Treat everyone with dignity, honesty and fairness at all times.

Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.

Empower - Enable people to be active participants in their care and work.

Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included.

Poppy's Promise is more than a framework - it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening
- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

In daily practice, you can:

- Take a moment before entering a patient's space - centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions - consider how your approach made the patient or family feel

All staff within the Trust are expected to:

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.

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, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone

- Help provide important laboratory tests that support patient care.
- Carry out a range of tests in areas like Biochemistry, Haematology, and Blood Transfusion.
- Work both independently and as part of a team, including some out-of-hours shifts.
- Take responsibility for your own work and help train and guide junior staff.
- Make sure results are accurate and follow strict safety and quality standards.
- Keep your professional skills up to date and support improvements in the service.

Job Description

Job title:	Specialist Biomedical Scientist
Grade:	6
Site:	The Royal Shrewsbury Hospital
Accountable to:	Head BMS through Deputy Head BMS(s) and Senior BMS(s)
DBS required:	No

Job Purpose

Assist in the provision of a diagnostic service. To understand, organise and perform competently a range of laboratory procedures, either singly or as part of a team, that equate to the training and qualifications of a Health and Care Professions Council (HCPC) registered BMS.

You will be required to attain proficiency in the relevant areas of Clinical Biochemistry, Haematology and Blood Transfusion essential to support the provision of a 24 hours per day, 7 days per week Blood Science service.

You will be required to participate in the provision of the out of hour's service either as a lone worker or as a team leader. You will be required to deputise for Senior BMS staff in their absence and take lead responsibility for a specialist section of the department, as required.

Scope and Range

- You will be expected to work on a rotational basis through all sections of the department and become competent in a wide range of diagnostic tests including specialist investigations.
- You are expected to offer advice to multidisciplinary staff trained in a complementary discipline to a level defined by your grade and expertise.
- You are expected to work independently and on your own initiative according to SOP
- You are expected to supervise, instruct or train staff to a level defined by your grade.
- You are expected to deputise for a Senior BMS staff in their absence and take lead responsibility for a specialist section of the department, as required.
- You are expected to prioritise own workload and coordinate work of other staff and take responsibility for results generated by unqualified staff in the same section of work, following defined, written procedures.
- You are expected to liaise professionally with other staff in Pathology and handle enquiries from external users of the service appropriately; you may be required to provide or receive complex information or provide advice, an explanation of results or instructions.
- You may be required to work at any of the department's three laboratory sites.

Main Duties and Responsibilities

As a Specialist BMS you are expected to perform a range of tasks of a similar nature and responsibility that collectively provide an integrated, diagnostic service.

Specifically you will:

- Perform complex analytical procedures, requiring extensive skill, knowledge, accuracy and dexterity.
- Undertake technical validation, interpretation and/or authorisation of a wide range of complex laboratory results and make decisions on which require referral to a Consultant or Clinical Scientist.
- You are expected to plan and organise your own area of work, and that of junior staff, following defined, written procedures.
- You will be required to act independently within appropriate clinical/professional guidelines, in accordance SOPs and refer to senior member of staff if necessary.
- Train less experienced BMS and support staff and/or staff from other disciplines in a section(s) of work in which you are working.
- Maintain accurate records of the work for which you are responsible.

- Prepare and review Standard Operating Procedures and any other appropriate documentation relating to a section of work.
- Be familiar with the laboratory's Quality Policy and Quality Manual and ensure high standards are maintained.
- Contribute to internal audit programmes and corrective actions.
- Participate in internal quality control and external quality assurance schemes associated with the work to which you are assigned.
- Ensure IQA/IQC is performed and results acted on appropriately.
- Be committed to on-going professional development and changes to the service, maintaining an up to date working knowledge of your profession. You must retain on-going registration with the HCPC, and maintain a comprehensive CPD log to that effect.
- Assist in the achievement and maintenance of standards required by United Kingdom Accreditation Service (UKAS), Medicines and Healthcare Products Regulatory Agency (MHRA) and other accreditation bodies/schemes.
- Undertake surveys or audits as necessary, and participate in R&D, clinical trials or equipment validation as appropriate to your section of work.
- Monitor use of reagents, consumables and equipment within your area of work and ensure stock levels are maintained to ensure continuous service.
- You will have delegated responsibility for one or more of the following areas: Health and Safety, Quality, Training or IT (responsibilities as described in 9.2 below).
- Perform staff appraisals (Bands 2, 3, 4, 5), make recommendations for further training and develop personal development plans, as appropriate.
- Represent Pathology professionally when attending meetings.
- Attend Team Briefings, Staff Appraisals, Statutory Training and other mandatory commitments defined by the Trust.
- Contribute to the general house-keeping and maintenance of the laboratory

Additional responsibilities specific to the post-holder within the grade:

Following appropriate training and competency assessment including a viva you will be expected to participate in an out of hours service (comprising of Haematology, Blood Transfusion and/or Clinical Biochemistry depending on the site) as part of an average 37.5 hour working week - including evenings, nights, weekends and Bank/Public holidays, as directed by the Head BMS or deputy. You will either work as a lone worker or as a team leader.

You will normally participate in a single site rota but may be required to cover absences in a different rota. During Out of Hours working you will:

- Take the lead when working with a small team of staff.
- Provide professional support and assistance to junior colleagues.
- Direct and manage support team and workload to deliver agreed turnaround times.
- Report all absences to ensure continuity of the service is maintained.
- Liaise with IT, specialist equipment suppliers and senior staff to resolve system or equipment failures.
- Liaise with Clinical Site Manager, Clinical lead and transport services as appropriate.
- Make suitable alternative arrangements in the case of service failure due to system or equipment failures, liaising with senior staff as appropriate.
- Take appropriate responsibility for health, safety and security of the laboratory
- Take responsibility for the management and reporting of all incidents and accidents that occur during the shift.

Whilst working out of hours you will be responsible for the work required of the department; work patterns may require you to work long periods without being able to take a break

Additional delegated responsibilities (one of the following) as application:

Quality

- Support the designated quality officer for an area of the department and attend quality meetings as required.
- Assist staff to complete Datix and/or non-conformance reports.
- Ensure that non-compliances assigned to you are corrected appropriately and closed in Q Pulse in a timely manner.
- Complete audit training and ensure your continued competence in this area.
- Support new auditors in gaining audit competency.
- Ensure audits are performed and reported as scheduled.
- Ensure IQC is performed and monitoring is carried out.
- Assist the Senior BMS in the organisation and running of EQA.
- Ensure timely reporting of EQA results.
- Assist in achieving and maintaining ISO Standard 15189

Training

- Assist the Lead Training Officer/Training Co-ordinator in delivering training and development for the department.

- Assist the Lead Training Officer/Training Co-ordinator to supervise staff working towards IBMS Certificate of Competence portfolio and Specialist Portfolio.
- Assist the Lead Training Officer/Training Co-ordinator to organise the departmental tutorial and CPD programmes.
- Encourage staff to participate in CPD activities and keep up-to-date training folders.
- Update training documents in conjunction with Lead Training Officer/Training Co-ordinator
- Assist in the training and induction of new staff.
- Participate in training audits, as required.

Information Technology (IT)

- Support the departments Lead Information Technology (IT) Officer
- Data gathering as required.
- Merging patient data.
- Assist monitoring of data through list production.
- Basic troubleshooting of Telepath and other IT systems.
- Liaise with IT companies as required.

Systems and Equipment

- You must understand and be able to use competently, the laboratory computer systems for patient test results, and data entry and retrieval, and any piece of equipment specific to your area of work (some of which is highly automated and expensive or of a specialist nature).
- You are expected to perform calibration and preventative maintenance on highly complex and expensive equipment and understand its principles of operation.
- You are expected to recognise and identify technical anomalies and be able to undertake fault finding to rectify the problem, according to the training you have received.
- You are expected to participate in the evaluation and implementation of new equipment or methodologies.
- You may, on occasions, be expected to help support, maintain or repair point of care equipment located outside the laboratory, and to give advice and training to users of any such equipment.
- You are able to understand and perform any quality control procedures that apply to any instrument you use and provide any relevant data in respect of that quality control. This extends to the appropriate recording of test results.

- You will be expected to undergo appropriate, specialised training for very sophisticated or highly complex equipment.

Decisions, judgements and freedom to act

- As a specialist BMS you will have completed training and have consolidated experience within a specialism of Pathology.
- You will recognise the clinical value of your work, and the need for providing accurate results in a timely way.
- You will be required to act independently within appropriate clinical/professional guidelines and in accordance with SOPs and refer to senior staff if necessary.
- You will, where appropriate and within the constraints and limitations of your grade, authorise test results, deciding which require clinical interpretation.
- You will plan and organise your own workload and that of support workers, adhering to written laboratory Standard Operating Procedures.
- You seek advice, report to and liaise with the senior BMS responsible for your section of work.
- You are responsible for the quality of work you perform, which includes the maintenance of any instrumentation under your care.

Communication and relationships

- You will observe confidentiality and disclosure of information at all times, in accordance with Trust policy.
- You may have contact with any user of the service, usually by telephone, and be expected to provide or receive complex or sensitive information about a patient's care. Additionally, you may influence clinicians regarding appropriate test usage including add-on tests and interpretation of results.
- You will liaise with staff from both within and outside the department as this relates to the area of work to which you are assigned or are considered competent to practice, and recognising the constraints of your grade.
- You supervise, train and mentor staff as appropriate, including trainees, support workers and students.
- You will work with the senior BMS assigned to your section of work to ensure the operational efficiency of the section remains optimal.
- You may occasionally be required to perform laboratory tests at a patient's side and will, therefore, have direct contact with them

Physical, Mental and Emotional demands of the post

- There is a frequent requirement for light physical effort.
- Precise manipulation of samples/reagents is a regular requirement.
- Frequent requirement for prolonged concentration is a requirement; concentration always being necessary whilst handling and processing patient samples and data. Accuracy of data input and analytical performance is vital at all times.
- Unpredictable and rapidly changing work patterns are common – particularly when working outside core hours.
- You would not normally expect to be exposed to distressing or emotional circumstances as a part of your duties.
- When working out of core hours work patterns may require you to work long periods without being able to take a break.

Working conditions

- There is frequent exposure to infectious material.
- There is frequent exposure to uncomfortable working temperatures in the summer months, particularly when operating automated equipment.
- There is occasional exposure to solvents and toxic chemicals.
- There is frequent exposure to a high level of background noise when working in the automated section of the department.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • BSc(Hons) in Biomedical Sciences (IBMS approved) or equivalent • Registered with the Health and Care Professions Council (HCPC) • Relevant IBMS Specialist Diploma(s) or Equivalent • Evidence of Continuing Professional Development (CPD) 	<ul style="list-style-type: none"> • Membership of the Institute of Biomedical Science or equivalent professional body. • Multi-disciplinary Specialist Diploma or Specialist Diploma in more than one Blood Science Discipline or equivalent qualification e.g., BBTS Specialist Certificate.
Experience and knowledge	<ul style="list-style-type: none"> • Substantial practical experience of Biomedical procedures in a relevant discipline; gained through working in an NHS environment or equivalent for significant period of time. • Experience of Out of Hours lone working • Theoretical knowledge and practical experience of Biomedical procedures gained through BSc or equivalent and consolidated through the completion of an 	<ul style="list-style-type: none"> • Multi-disciplinary working experience. • Experience of supervising junior staff and students. • Familiar with instrumentation used in the department, or similar. • Experience of using Pathology IT and Hospital PAS systems. • Knowledge of Pathology IT systems • IOSH • Experience of using Quality Management software e.g., Q-pulse

	<p>IBMS Specialist Diploma or equivalent in a relevant discipline.</p> <ul style="list-style-type: none"> • Sound understanding of Health and Safety. • Working knowledge of Microsoft Office software in particular Word and Excel. • Knowledge of Quality Management Systems, Quality Assurance & Laboratory accreditation. 	
<p>Skills</p>	<ul style="list-style-type: none"> • High degree of manual dexterity. • Good verbal, written and communication skills. • Able to build and maintain good working relationships. • Able to prioritise own workload, co ordinate the work of others and work with minimal supervision, to meet needs of service. • Able to train others in own disciplinary area. • Able to concentrate for prolong periods of time. • Able to pay meticulous attention to detail 	<ul style="list-style-type: none"> • Good customer service skills. • Able to adapt and develop new ideas to improve the service

	<p>and maintain accuracy.</p> <ul style="list-style-type: none"> • Able to work under pressure and meet deadlines. 	
Other	<ul style="list-style-type: none"> • Desire to develop own professional skills and expertise. 	<ul style="list-style-type: none"> • Self-motivated

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 & 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;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. 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;
- 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 staff;

- 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;
- 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. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive 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** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. 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. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face 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 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;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

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.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

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 aims 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.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and

dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

