



SPECIALIST BIOMEDICAL SCIENTIST INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

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

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett
CHIEF EXECUTIVE OFFICER

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Specialist Biomedical Scientist
Band	6
Directorate	Clinical Support Services
Accountable to	Head BMS through Senior BMS(s) and Lead 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 support the provision of 7 days per week and on call service for Microbiology. You will be required to participate in the provision of the out of hours 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 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.

Main duties and responsibilities of the post-holder:

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 and technically interpret a diverse range of laboratory tests, many of which are of a complex nature and specific to the area in which you are working.
- 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), Clinical Pathology Accreditation (CPA) UK Ltd, and other accreditation 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 may 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.**

- 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.
- 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:

You will participate in the seven day working and on call rotas. You will either work as a lone worker, a team leader in the absence of a Senior Specialist BMS, or as part of a team in the presence of a Senior Specialist BMS.

During weekend and Bank Holidays 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.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.



QUALIFICATIONS

ESSENTIAL	DESIRABLE
<p>BSc(Hons) in Biomedical Sciences (IBMS approved) or equivalent</p> <p>Registered with the Health and Care Professions Council (HCPC)</p> <p>Relevant IBMS Specialist Diploma(s) or Equivalent</p> <p>Evidence of Continuing Professional Development (CPD)</p>	<p>Membership of the Institute of Biomedical Science or equivalent professional body.</p>

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<p>Theoretical knowledge and practical experience of Biomedical procedures gained through BSc or equivalent and consolidated through the completion of an IBMS Specialist Diploma or equivalent in a relevant discipline.</p> <p>Sound understanding of Health and Safety.</p> <p>Working knowledge of Microsoft software in particular Word and Excel.</p> <p>Knowledge of Quality Management Systems, Quality Assurance & Laboratory accreditation</p> <p>Substantial practical experience of Biomedical procedures in a relevant discipline; gained through working in an NHS environment or equivalent for a minimum of two years post registration.</p> <p>Experience of Out of Hours lone working</p>	<p>Multi-disciplinary working experience (Bacteriology, Mycology, Parasitology, Serology and Molecular)</p> <p>Experience of supervising junior staff and students.</p> <p>Familiar with instrumentation used in the department, or similar.</p> <p>Experience of using Pathology IT and Hospital PAS systems.</p>

SKILLS

ESSENTIAL	DESIRABLE
<p>High degree of manual dexterity.</p> <p>Good verbal, written and communication skills.</p> <p>Able to build and maintain good working relationships.</p> <p>Able to prioritise own workload, co-ordinate the work of others and work with minimal supervision, to meet needs of service.</p> <p>Able to train others in own disciplinary area.</p> <p>Able to concentrate for prolong periods of time.</p> <p>Able to pay meticulous attention to detail and maintain accuracy.</p> <p>Able to work under pressure and meet deadlines.</p>	<p>Good customer service skills.</p> <p>Able to adapt and develop new ideas to improve the service.</p>

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; 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.

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.

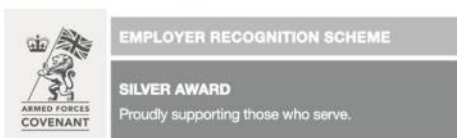
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





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