

JOB DESCRIPTION

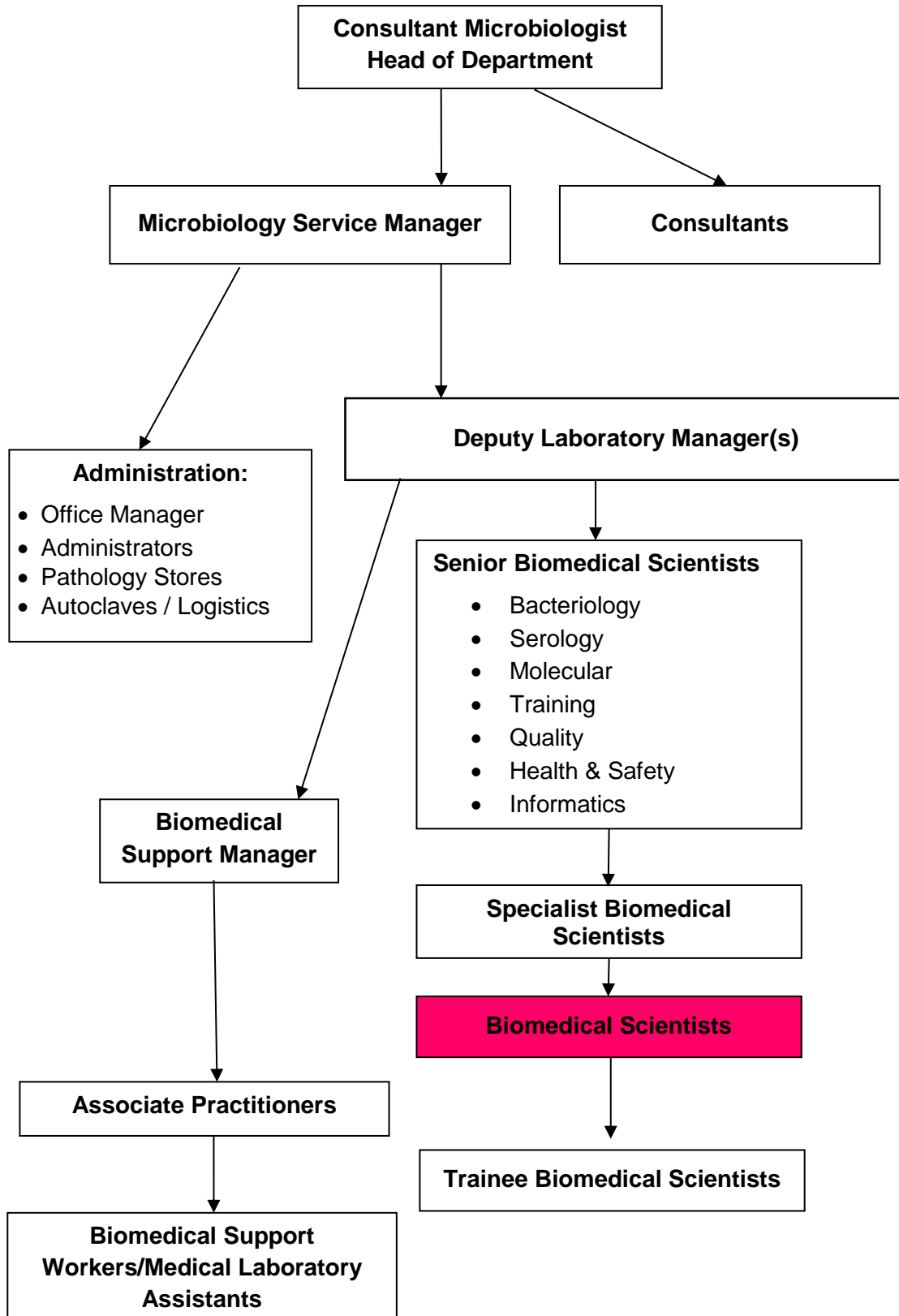
JOB DETAILS	
Job Title	Band 5 Biomedical Scientist
Reports to	Appropriate Senior Biomedical Scientist
Band	Band 5
Department/Directorate	Microbiology / Specialist Services

JOB PURPOSE
<p>To be an efficient and flexible member of the RDUH Foundation Trust Microbiology Scientific team, providing a consistently high quality and professional service to all users of service. The Department of Microbiology provides a comprehensive Microbiology service to the RDUH Trust and local CCG's. Virology services are provided to South Devon NHS Foundation trust and centralised on the Exeter site. The Department complies with all aspects of the standards for UKAS ISO 15189 and is committed to maintaining full accreditation through these standards.</p> <ul style="list-style-type: none"> • To undergo training and maintain competencies in the Microbiology department in accordance with the Institute of Biomedical Science (IBMS) guidelines and departmental policy • To practice Microbiological techniques to gain experience, skills and maintain competence • To study Microbiological methodologies and gain knowledge required for Health Care Professional Council (HCPC) registration • Further professional development, if desired will include working towards the Specialist IBMS Portfolio in Medical Microbiology/Virology

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> • To undertake all aspects of Microbiology testing including but not limited to Microscopy, culture, susceptibility testing, confirmatory bench top tests, Molecular techniques and Serological investigations • To apply up to date knowledge of Microbiology in undertaking testing of patient samples and in the interpretation of results • To supervise new / trainee members of BMS or support staff as required • Undertake all necessary quality checks on tests and equipment and be able to act on day to day problems encountered • Undertake first stage troubleshooting of equipment problems including liaising with suppliers • To assist the department in ensuring compliance with International Standard Organisation (ISO) 15189 standards to maintain United Kingdom Accreditation Service (UKAS) • Participate in the Departmental Out-of-Hours on-call services as an autonomous practitioner once fully competent • Work at containment levels 2 and 3 as required by Advisory Committee on Dangerous Pathogens • Ensure stock levels of consumable items are adequate for laboratory operation

KEY WORKING RELATIONSHIPS	
<p>Post holder will liaise with colleagues within the Department and with users of the service both within and outside the Trust. Communications will be with the following grades of staff:</p>	
Internal to the Trust	External to the Trust
<ul style="list-style-type: none"> • Medical Staff • Biomedical Scientists • Clerical Staff • Biomedical Support Workers/MLA's • Other Healthcare Professionals 	<ul style="list-style-type: none"> • Other Healthcare Professionals • Supplier Personnel • External Quality Assurance schemes

ORGANISATIONAL CHART



FREEDOM TO ACT

Required to act independently within appropriate clinical/professional guidelines and refer to their manager or senior member of staff when necessary.

COMMUNICATION/RELATIONSHIP SKILLS

Communication with colleagues, clinicians about investigations required; explanation of complex information and results.

- To demonstrate politeness, courtesy and sensitivity in dealing with patients, service users, and colleagues, maintaining good customer relations
- Contribute to sharing good laboratory practice within the department and Trust wide
- To promote a positive image of the Trust at all times
- To work cohesively with all members of the department team in ensuring that the very best services are provided at all times
- Answer telephone enquiries regarding results to users of the service
- Communicate any difficulties, problems, accidents or incidents affecting the department to a section leader /manager promptly

ANALYTICAL/JUDGEMENTAL SKILLS

- Perform Molecular tests for the determination of microbial infections
- Microscopic examination of specimens to determine presence and identity of Microbial pathogens and associated markers such as cell counts
- Reading and interpretation of culture plates for presence of bacterial / fungal pathogens in all sample types received
- Determination of antimicrobial susceptibilities
- Confirmatory tests for organism identity/ decision making for sending isolates to reference laboratories
- Undertaking routine equipment maintenance, trouble-shooting any problems and organisation of servicing/ repair
- Work at Containment Levels 2 and 3. Ensure staff in Containment level 3 are adequately trained to do this
- Work with high risk samples and ensure adequately trained to do this
- Use laboratory information system for resulting

PLANNING/ORGANISATIONAL SKILLS

- Liaise with users of the service to provide excellent microbiology service
- Maintain Registration with HCPC
- Use CPD to maintain high level of competence in the field of Microbiology
- Participate in Training and attend meetings to update skills
- Plans and prioritises own workload and support staff within section working

PATIENT/CLIENT CARE

Provides specialist testing services including the analysis of test results, use of specialist equipment.

POLICY/SERVICE DEVELOPMENT

- Follows laboratory policies, may comment on proposals for change/propose changes to SOPs
- Assist in the quality assurance within each section, both internal and external, and to act in accordance with Standard Operating Procedures
- Take part in the quality management systems and record any incidents or non-conformities

FINANCIAL/PHYSICAL RESOURCES

- The post holder does not have budgetary responsibility
- Assist in maintaining stock levels within your current work section.
- Where the physical environment is seen to be defective this must be reported to facilities
- Preparation of laboratory chemicals and reagents
- Use expensive equipment for analysis work
- Responsible for setting-up, maintenance and calibration of equipment

HUMAN RESOURCES

- Ensure professional development meets Health and Care Professions Council requirements and to maintain a high level of competence in the field of Microbiology
- Supervision and training of staff in section on tasks appropriate to grade and training
- Be familiar with all core Trust policies such as sickness reporting, annual leave requesting, and health and safety
- Be familiar with the Health and Safety policies of the Trust and the department and ensure that they are followed to maintain a safe working environment for all employees and visitors

INFORMATION RESOURCES

- Undertake relevant training for competent use of Laboratory Information Management System
- Be involved in the maintenance of the Quality Management System that includes department procedures, forms, process records, equipment logs and other documents
- Maintain department statistics and data collection in accordance with requirements
- Assist in the archiving system within the department
- Have an active NHS email account
- Answer telephone enquiries regarding patient samples/results and give advice where required

RESEARCH AND DEVELOPMENT

- The post holder may participate in clinical trials and research activity as and when they arise
- The post holder will undertake equipment testing prior to use as required

PHYSICAL SKILLS

- Hand eye co-ordination and accuracy for processing material on slides, fine adjustments to specialist equipment
- Load samples and reagents onto analysers in the Microbiology laboratory as required
- Maintain, calibrate and decontaminate automation as required
- High degree of precision is required in all aspects of Microbiology working suitable to the grade

PHYSICAL EFFORT

- Carry out laboratory tests and specialist methodologies that require care and precision
- Walking between floors (lift present)
- Some tasks will involve sitting or standing for a prolonged period and operating machinery/processing specimens/benchwork using repetitive movements
- Unpacking deliveries of consumables, reagents and equipment which may be bulky in nature

MENTAL EFFORT

- The post holder is expected to concentrate for prolonged periods, on tasks and investigations such as plate reading, Microscopy, performing bench top tests etc. where attention to detail and accuracy is vital
- The laboratory is a noisy environment and there are frequent interruptions whilst carrying out the duties described in this job description
- Multiple, complex tasks may be required to be undertaken at the same time whilst maintaining accuracy and efficiency

EMOTIONAL EFFORT

- Dealing with sensitive confidential information regarding patients and communicating clearly with users of the service and colleagues
- Post holder could be involved in the processing of foetal remains, post mortem tissue, limb amputations, and other samples of sensitive nature which could cause emotional discomfort
- Limited / occasional contact with patients, clients

WORKING CONDITIONS

- Frequent exposure to contained or controlled infectious material, body fluids
- DSE use
- Busy, and sometimes noisy environment

OTHER RESPONSIBILITIES

- To contribute to and work within a safe working environment
- To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling
- Take part in regular performance appraisal
- The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection
- As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

Job Title	Biomedical Scientist (Band 5)	
Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Biomedical Science Degree (or other degree plus additional qualifications accredited by IBMS)	E	
State registration with Health Professional Council (unless Trainee BMS working towards HCPC registration)	E	
KNOWLEDGE/SKILLS		
High level of technical competence in Microbiology	E	
Evidence of up to date, theoretical knowledge of Microbiology	E	
Evidence of ability to work on own initiative and plan day to day activities of a section of the laboratory including first line trouble shooting of any problems	E	
Evidence of ability to use IT systems required for laboratory work including the Laboratory information management systems, Office WORD/ Excel and email	E	
Demonstrates excellent communication skills (verbal and written)	E	
Ability to work efficiently and in methodical, organised and timely manner	E	
Ability to work accurately under pressure	E	
Demonstrates good dexterity	E	
Ability to supervise support staff and less experienced Biomedical staff	E	
Ability to work On Call in Microbiology and ability to work shifts one trained	E	
EXPERIENCE		
At least 12 months laboratory experience in Microbiology	E	
At least 12 months laboratory experience as a Trainees Biomedical Scientist in Microbiology or laboratory experience as part of PTP programme / degree placement in Microbiology		D
PERSONAL ATTRIBUTES		
• Decisive	E	
• Dexterity for detailed work	E	
• Flexible	E	
• Reliable	E	
• Team-worker	E	
• Shows initiative	E	
• Able to work independently with minimal supervision once trained	E	
• Good communication and telephone skills	E	
• Remain calm and professional in a busy environment	E	
OTHER REQUIREMENTS		
Enthusiasm for Science based work, participation in CPD	E	
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust	E	
Ability to travel to other locations as required	E	

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens / Proteinaceous Dusts	Y/N				F
Contact with patients	Y/N	R			
Exposure Prone Procedures	Y/N	R			
Blood/body fluids	Y/N				F
Laboratory specimens	Y/N				F
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	Y/N		O		
Respiratory sensitisers (e.g isocyanates)	Y/N	R			
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y/N	R			
Animals	Y/N	R			
Cytotoxic drugs	Y/N	R			
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	Y/N	R			
Laser (Class 3R, 3B, 4)	Y/N	R			
Dusty environment (>4mg/m3)	Y/N	R			
Noise (over 80dBA)	Y/N	R			
Hand held vibration tools (=>2.5 m/s2)	Y/N	R			
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y/N				F
Heavy manual handling (>10kg)	Y/N	R			
Driving	Y/N	R			
Food handling	Y/N	R			
Night working	Y/N			M	
Electrical work	Y/N	R			
Physical Effort	Y/N		O		
Mental Effort	Y/N			M	
Emotional Effort	Y/N	R			
Working in isolation	Y/N		O		
Challenging behaviour	Y/N	R			