

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Senior Clinical Scientist, Clinical Chemistry |
| **Reports to** | Consultant Clinical Scientist |
| **Band** | AfC Pay scale Band 7 |
| **Department/Directorate** | Blood Sciences – Specialist Services |

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| **JOB PURPOSE** |
| To ensure provision of the scientific service commitment of the laboratory in line with Trust objectives and commensurate with grade and responsibilities.  Dimensions:  The laboratory provides a comprehensive service of routine and specialised analysis for Clinical Chemistry investigations.  The laboratory has full UKAS accreditation.  The department offers a full clinical interpretive service in all areas  To provide a comprehensive, high-quality, efficient and cost-effective, scientific, clinical technical and clinical advisory biochemistry service, as an independent advanced practitioner, under the overall direction of the Consultant Clinical Scientist and Laboratory Director.  To maintain an area of highly specialised knowledge and take responsibility for the provision of scientific services in that area, acting as an expert in that field. |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| To provide effective delivery of a comprehensive, efficient and effective Clinical Biochemistry service.  Take a Clinical and Scientific lead role in a particular area of the laboratory commensurate with departmental needs and post holder’s expertise.  To be aware of and contribute to the strategic planning for the future provision of the Clinical Biochemistry and Blood Sciences service in keeping with the needs of the Trust, health commissioners and patient needs.  Contribute to training of all trainee Clinical Scientists within the department and contribute to the organisation, delivery and supervision of teaching and training of the scientific and technical staff of the laboratory and of other health care professional as required.  To contribute to the development of the service on an ongoing basis by the evaluation and introduction of appropriate new technologies.   |  | | --- | | Clinical  * To offer clinical guidance and scientific advice to hospital clinicians and General Practitioners on the selection, performance and interpretation of tests in order to facilitate the diagnosis, treatment, monitoring and understanding of disease in individual patients and groups of patients. * To participate in the rota for the clinical validation of reports. To ensure analytical correctness determining the reason for incorrect results; by interpreting highly complex sets of results in the light of patient’s clinical details and general clinical knowledge, by adding written comments on differential diagnoses, adding additional tests and recommending further investigations. * To independently discuss, advise and challenge clinicians, including senior medical staff, on the highly complex interpretation of biochemistry investigations e.g. advising on differential diagnoses, monitoring and therapy changes. * To assess and approve or decline requests for complex and expensive investigations referred to other centres. To interpret such results when they are returned, taking into account the clinical information and other laboratory results. * To develop close professional links with the clinical users of the service, by initiating joint clinical meetings and attending other meetings as required. * To ensure collaboration with users of the service in order to promote and maintain an efficient, responsive and cost-effective Biochemistry service. To initiate changes in laboratory and hospital policies to achieve cost-effectiveness and compliance with external guidance (e.g. NSFs, NICE) * To contribute to the selection of instrumentation and analytical methods used within the Department and to ensure that they are fully evaluated and scientifically validated, before being adopted for routine use. * To maintain an up to date knowledge of the analytical methods used in the Department, their limitations, sources of interference or error. * To provide advice and guidance to all Biomedical Scientist staff on appropriate action to be taken in implementing and investigating problems with analytical procedures throughout the department. * To utilize highly complex and specialised deductive skills to troubleshoot analytical procedures where problems occur. | |  |  Professional  * To maintain an up-to-date very high level of analytical and clinical knowledge in all areas of clinical biochemistry. This includes scrutiny and evaluation of original research literature. * To participate in continuing professional development activities and to keep appropriate records of these activities in order to achieve the above. * To maintain professional registration with the Health and Care Professions Council * Make presentations as required at local, regional, national and international conferences and similar events.  Teaching and Learning Support  * Contribute to the Clinical Scientist training programme in the department and supervise trainee programme * Contribute to teaching within the Peninsula Medical School. * Design and deliver a Study Support Unit (SSU) for the Peninsula Medical School. * Be involved in the assessment of student knowledge and assist in the supervision of student projects. * Present information on research progress and outcomes to bodies supervising research, eg steering groups.   The post holder will also be responsible for overseeing the day-to-day operations of one or more of the Clinical Chemistry sections within the Blood Sciences Department.  To efficiently manage the assigned section of the laboratory, conducting a diverse range of highly specialised and diagnostic techniques to ensure the provision of a laboratory service that meets the required standards. These responsibilities encompass activities such as sample analysis, technical validation, interpretation and reporting of results, method evaluation and the development of staff.  The overarching goal is to contribute to effective patient care, meet service demands and turnaround times, foster continuous quality improvement, and enhance the quality management system within the laboratory section.  In order to achieve these objectives, the post holder must effectively communicate with colleagues, managers, clinicians and service users. They must also ensure the availability of necessary reagents and consumables. Additionally, the post holder will be required to troubleshoot analytical and technical issues to maintain the reliability of service delivery. |
| **KEY WORKING RELATIONSHIPS** |
| In addition to Clinical Scientists duties the post holder will have responsibility for one or more of the following sections:  DS2  External Quality Assurance  Automation  Research & Development  Specimen Reception  Bench  Point of Care testing  No. of Staff reporting to this role: 5/6    The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | Internal to the Trust | External to the Trust | | Clinical Head of Department  Laboratory Manager (Blood Sciences)  Deputy Laboratory Manager  Other Band 7 BMS  Other BMS Grades  MTO staff  Trust and Primary Care Clinical/Nursing Staff | Company Representatives  External engineers  Primary care staff | |  |  | |  |  | |  |  | |
| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| Broad occupational policies  Works independently, lead specialist in own area. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| Provide and receive complex, sensitive information, developed persuasive skills.  Communicates with colleagues about specialist investigations; explains complex information and results to clinicians & other service users;  Communication skills for influencing clinicians over appropriate tests to use, interpretation of results.  To use electronic and verbal communication within the department and the Trust.  To participate in the laboratories operational and educational meetings.  To attend meetings with other health care professionals to develop departmental policies.  To meet with representatives from companies providing materials or services to ensure an efficient and cost-effective service is maintained. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| Range of complex facts and situations requiring analysis, interpretation and comparison of a range of  Options.  Judgements on how to proceed during technical failures/maintenance shutdown.  Ability to make decisions relating to quality control assessments, technical decisions, suitability of material submitted; analysis of anomalous test results and complex clinical indications. |
| **PLANNING/ORGANISATIONAL SKILLS** |
| Plans and organises straightforward activities some ongoing/ complex activities requiring formulation,  adjustment.  Plans and prioritises specialist workload, liaises with other departments, agencies, suppliers in relation to tests, services required/ plans, organises specialist service.  Ensure that services are delivered within agreed turnaround times in an efficient cost-effective manner to agreed quality levels.  To ensure the department adheres to current legislation. Including Health and Safety, UKAS, MHRA, where appropriate. |
| **PATIENT/CLIENT CARE** |
| Provides a highly specialist diagnostic service which includes the interpretation of test results, use of specialist equipment.  To give specialist advice to clinicians and other scientific staff.  To appraise new techniques and equipment and give appropriate advice to the laboratory managers on their implementation. |
| **POLICY/SERVICE DEVELOPMENT** |
| To be responsible for developing, implementing and maintaining the department’s documentation.  To manage and monitor the External and Internal Quality Assurance schemes in the relevant areas in the department.  To ensure the maintenance of the laboratory Quality Management systems.  To plan and monitor compliance with the departments audit program.  To ensure the department complies with the laboratories current change control and validation system.  To ensure all work undertaken in the department is compliant with current UKAS and MHRA standards and legal requirements.  To develop and maintain the departments continuous improvement plan in line with the laboratories Quality Objectives.  To ensure all non-conformances are reported, investigated and improvement/actions acted on, within the laboratories Quality Management framework. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| Safe use of expensive equipment in analysis work;  To order and authorise products to maintain the continuous provision of the department.  To be responsible for maintaining the provision of service within agreed quality and financial parameters. |
| **HUMAN RESOURCES** |
| Ongoing supervision of support staff, practical training of new, junior staff, students  To ensure all staff within the department have the appropriate training and maintain their competency assessments in all areas.  To manage the day to day scientific work of the department and to provide support where necessary  To participate in the selection and recruitment of BMS staff in accordance with current Trust policies.  To undertake CPD to maintain Health and Care Professions Council registration  To undertake annual PDR and PDP interviews with staff to whom they are line managers.  To manage all HR policy aspects of staff for which they act as line manager including performance, sickness and disciplinary.  To undertake training required in order to maintain competency, including mandatory training i.e. Fire, Manual Handling.  To work with the Laboratory Manager/Deputy in organising staff rotations through the sections and to provide 24/7 cover. |
| **INFORMATION RESOURCES** |
| Records personally generated information/data entry, text processing; storage of data; occasional requirement to develop or create reports, documents.  Records, collates own test, equipment results/responsible for laboratory database or equivalent; uses software to create specialist reports.  To be involved in the development, maintenance and implementation of the departments IT systems.  To undertake final clinical approval of results from the laboratory computer system. |
| **RESEARCH AND DEVELOPMENT** |
| Regularly undertakes R&R, clinical trials, equipment testing/ major job requirement.  Carries out research in specialist field; tests equipment, participates in clinical trials  To undertake relevant R&D projects that will further the Departments reputation and commitment to clinical excellence. Where appropriate, oversee the introduction of R&D techniques into routine use.  Write up results of own research as academic posters, presentations and peer reviewed papers, to be delivered to a range of audiences.  To work in close collaboration with the Laboratory Manager and R&D lead to plan, cost and put into practice R&D projects.  To write R&D proposals for internal, Trustwide, commercial and external projects. These must include all financial, scientific and logistical considerations.  For own projects and those of collaborators, analyse and interpret the results of research, draw conclusions and generate original ideas based on outcomes. |
| **PHYSICAL SKILLS** |
| Good hand-eye coordination is essential to ensure precision, safety, and efficiency. |
| **PHYSICAL EFFORT** |
| Frequent requirement for sitting, standing in a restricted position for a substantial proportion of the working time; occasional moderate effort.  Sitting, standing daily for bench work for long periods, frequent repetitive movements; moves equipment, supplies.  Perform occasional manual handling duties of moderate intensity such as stock rotation and replenishing instrument reagent supplies.  The post holder may be required to partake in the 24/7 shift system. |
| **MENTAL EFFORT** |
| Daily management of competing demands, including sample analysis, requests for information, staff shortages, roster changes, and equipment breakdowns, necessitating quick transitions between tasks.  The ability to maintain consistently high levels of concentration in a setting characterised by frequent and unpredictable distractions.  The role involves working in a highly automated and noisy environment with multiple competing demands.  Individuals are required to sustain high levels of concentration for extended periods. |
| **EMOTIONAL EFFORT** |
| Required to deal with staffing issues in a busy work environment which needs effective resource management, conflict resolution, morale maintenance and adaptability. |
| **WORKING CONDITIONS** |
| Daily exposure to potentially infectious and biohazardous materials, including blood and other body fluids.  The post holder may be required to partake in the 24/7 shift system. |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are 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.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| **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. |

PERSON SPECIFICATION

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| **Job Title** | **Biomedical Scientist Advanced.** Senior BMS, Clinical Chemistry |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  State Registration with HCPC  Have a suitable Masters degree or higher specialist diploma or equivalent Evidence of formal management training  Evidence of CPD | E  E  E | D |
| **KNOWLEDGE/SKILLS**  Specialist knowledge of Clinical Chemistry.  Laboratory Governance and accreditation requirements  Laboratory health and safety requirements | E  E  E |  |
| **EXPERIENCE**  Post HCPC registration experience in an NHS Clinical Chemistry Laboratory  Experience of maintaining and developing laboratory computer systems  Experience of Automated Laboratory Equipment  Previous experience of managing staff  Evidence of delivering training within a clinical laboratory | E  E  E | D  D |
| **PERSONAL ATTRIBUTES**  Excellent Team Leader  Good Communication Skills verbal and written  Self motivated and ability to motivate others  Good Attendance Record  Flexibility and ability to prioritise to meet deadlines | E  E  E  E  E |  |
| **OTHER REQUIREMENTS**  Ability to participate in 7 day work pattern  Experience of change management | E  E |  |

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