**Biomedical Scientist**

**Location: Romford Community Clinic- Pathology**

**Reports to: Pathology Manager**

**Working with: Histopathologists, Biomedical Scientists, Admin Staff**

**Introduction:**

As a State Registered Biomedical Scientist, the post holder will be a member of the Histology departmental team and assist in the delivery of a quality driven, cost effective, patient focused service consistent with Pathology objectives.

The post holder will work as part of a small team and may occasionally deputise for the Pathology Manager in their absence, alongside the other Biomedical Scientists in the department.

The role is required to use a range of automated, semi-automated and manual techniques to ensure appropriate testing of diagnostic samples. A high level of accuracy and attention to detail are essential skills for the post.

**What you will do:**

You will make healthcare better for our patients by undertaking routine laboratory techniques in the processing of diagnostic Histology samples providing patients with the highest level of diagnosis within agreed quality standards of service delivery and turnaround times.

**What you are responsible for:**

**Technical and Scientific**

* Ensuring health and safety is maintained in the laboratory premises
* Training junior members of staff
* Contributing to quality and service development through laboratory and clinical audit
* Ensuring personal continuing professional development
* Working unsupervised and at times alone in the department
* Adhering to the histology department procedures, performing technical procedures including:
  + Receiving specimens and checking information, providing it meets acceptance criteria
  + Sample transfer and basic tissue dissection
  + Tissue processing and embedding
* Tissue microtomy
* Performing routine and special staining
* Quality control
* Technical validation/verification
* Monitoring the use of reagents, consumables and equipment, and ensuring stock levels are maintained to ensure continuous service
* Ensuring equipment is maintained and used in accordance with departmental protocols
* Assisting with the development of new methods and the implementation of new technology
* Ensuring compliance with all statutory and legislative requirements including patient confidentiality and the Data Protection Act
* Working flexibly and undertaking other duties commensurate with the grade as required

**IT**

* Complying with policies to ensure the safe, secure and confidential processing and storage of patient and other laboratory information
* Using the LIMS, internet, e-mail and automated operating systems, and other software packages effectively

**Quality**

* Working independently within clinical/ professional guidelines, in accordance to Standard Operating Procedures (SOPs) and refer to the Pathology Manager where necessary
* Maintaining accurate records of work for which you are responsible
* Preparing and review SOPs and any other documentation when requested
* Understanding and following the laboratory’s Quality Policy and Quality Manual and ensuring high standards are maintained
* Participating in the Health and Safety, Quality and training, as appropriate.
* Contributing to internal audit programs and corrective actions
* Participating in internal quality control and EQA schemes, ensuring results acted on appropriately
* Assisting in the achievement and maintenance of the ISO 15189 standard required by UKAS

**Management and Training**

* Maintaining professional and technical competence required by the HCPC to practice as a registered BMS
* Participating in the departmental competency training program including evidence of CPD
* Participating in departmental meetings and contribute to effective communication within the department
* Attending all statutory and mandatory training ensuring compliance
* Assisting in the supervision, training and teaching of staff, including signing staff training and competencies

**Health and Safety**

* Communicating and recording any incidences or accidents affecting the department to the manager promptly and/or using InHealth’s incident reporting procedure where required
* Adhering to the health and safety and risk management policies and procedures for InHealth and the histology service
* To take appropriate action if there is a spillage of hazardous chemicals in order to minimise the risk to staff and to the public
* To keep up to date on all relevant Health and Safety matters, and to liaise with the Health and Safety Link Practitioner in enforcing local rules
* To ensure an awareness and adherence to both Health and Safety Legislation and good laboratory practice. To ensure that the workplace and work benches are kept optimally organised and maintained
* To carry out working procedures in accordance with local rules, and other Health and Safety codes of practice and Regulations
* To take part in safety audits and monitoring schemes alongside the Health and Safety Link Practitioner.

**What people see in you:**

* A team player who is supportive, reliable and trustworthy/who gets stuck in and creates a positive atmosphere
* A person who naturally instils confidence in everyone they work with
* Someone who thrives on and is calm in challenging situations, working well under pressure
* A person who makes good decisions
* Strives for excellence
* Someone who is approachable, dedicated and hardworking
* A great communicator at all levels, handling pressure
* An ability to translate and develop strategy and policy into real-life plans that meet our corporate and Pathology objectives
* A positive influence on their work

**You will:**

* Be uncompromising on high quality standards
* Demonstrate interpersonal skills- can work as part of a team or independently
* Possess excellent time management skills and be organised
* Be confident supervising less experienced staff
* Be able to concentrate for prolonged periods of time
* Demonstrate manual dexterity appropriate to activities associated with the post
* Demonstrate high level of accuracy and attention to detail
* Be confident, independent and a problem solver
* Be able to prioritise workload to meet needs of the service
* Have really good communication skills – written, verbal and listening

**You have experience of:**

* HCPC Registration as a Biomedical Scientist
* IBMS accredited Biomedical Sciences degree (or other degree accredited with IBMS)
* IBMS Specialist Diploma in Cellular Pathology or equivalent level of knowledge
* Evidence of Continual Professional Development
* Substantial practical experience of Biomedical procedures in Histology: gained through working in an NHS environment or equivalent for 2 years post registration.
* Basic physiology, pathology and scientific principles relevant to Histopathology
* Operating, troubleshooting and maintaining complex laboratory equipment
* Knowledge of Pathology IT systems
* Knowledge of Quality Management Systems