



The Shrewsbury and
Telford Hospital
NHS Trust



LEAD 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	Lead Biomedical Scientist
Band	8A
Directorate	Clinical Support Services
Accountable to	Pathology Centre Manager
DBS Required?	Yes

JOB OVERVIEW

To deliver a quality laboratory service, providing accurate results, in line with regulatory requirements.

1. Performs a range of healthcare science clinical / technical / scientific activities
2. Provides expert advice to clinicians and senior managers on own area of expertise
3. Manages department of staff, including planning, allocation and quality checking of work

Pathology requires a Lead BMS to manage each of the five key disciplines (Biochemistry, Cellular Pathology, Haematology, Microbiology, and Transfusion), each of whom will require associated experience, technical expertise, skills and qualifications for their scientific discipline.

Highly developed specialist scientific knowledge, underpinned by theory and experience. Professional knowledge acquired through degree, post graduate study, and significant experience in specialist field to masters level or equivalent.

The post holder will provide the highest source of scientific technical expertise in their laboratory discipline, applying this to the smooth running of the department's sections and in the education and training of all staff.

Providing professional leadership and operational management support to the Pathology Centre Manager, the post holder is accountable for the delivery of a range of services within the Pathology Centre, ensuring efficient and effective management of all resources in order to deliver a safe, high quality and effective service, in an environment of continuous improvement.

The post holder's role includes the effective management of staff (including recruitment, appraisal, training compliance, performance and absence management).

The post holder is accountable for service delivery, ensuring compliance with Regulatory bodies. In addition, responsible for the provision of a high-quality laboratory service, maintaining accreditation with UKAS.

Main Duties and Responsibilities

1. Communication & Relationship Skills

- a. Provide and receive complex information, persuasive, motivational skills required, tact and persuasive skills required, barriers to understanding; provide and receive highly complex information
- b. Communicates staff-related issues, test results and / or other technical information to colleagues, to patients, relatives, carers who may have sensory physical or learning disabilities; communicates specialist scientific information to healthcare staff

2. Knowledge, Training & Experience

- a. Highly developed specialist knowledge underpinned by theoretical knowledge & practical experience
 - b. Understanding of specialist healthcare science activities, management knowledge acquired through training to master's degree or equivalent level of knowledge
- #### **3. Analytical & Judgemental Skills**
- a. Complex facts or situations, requiring analysis, interpretation, comparison of options
 - b. Content of advice, recommendations on specialist equipment, procedures, techniques, services / expert opinion may differ

4. Planning & Organisational Skills

- a. Plan complex activities, requiring formulation, adjustment/ plans road range of complex activities, requiring formulation, development of plans, strategies
- b. Plans workload for area of work, including adjustments to deal with emergencies and on-call arrangements / long term planning for own department

5. Physical Skills

- a. Developed physical skills, highly developed physical skills where accuracy important for manipulation of fine tools, materials / high degree of precision, co-ordination
- b. Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope / use of fine tools, materials requiring high degree of precision and hand-eye co-ordination

6. Responsibility for Patient / Client Care

- a. Provide highly specialist clinical technical services; provide highly specialist advice; accountable for direct delivery of sub-division of / clinical, clinical technical service
- b. Undertakes, screens, interprets complex, specialist diagnostic tests, including equipment testing;

provides expert technical advice to clinicians/ responsible for delivery of a service e.g. biomedical science to organisation

7. Responsibility for Policy / Service Development

- a. Implement policies, propose changes to practices for service
 - b. Ensures implementation of policies, proposes and develops changes to practices for service
- ### **8. Responsibility for Financial & Physical Resources**
- a. Hold budget for service
- ### **9. Responsibility for Human Resources**
- a. Line manager for function
 - b. Manages staff of service, including recruitment, allocation of workloads, quality of work, performance issues

10. Responsibility for Information Resources

- a. Record personally generated information / data entry, text processing or storage of data
- b. Records personally generated test results or similar / responsible for database maintenance for whole laboratory, service or department

11. Responsibility for Research & Development

- a. Occasionally participate in R&D; clinical trials; equipment testing

12. Freedom to Act

- A. Broad occupational policies
- B. Works autonomously, manages team and area of work

13. Physical Effort

- a. Combination of sitting, standing, walking / restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for short periods
- b. Light physical effort / microscope or similar work; lifts, moves boxes, trays, pushes trolleys

14. Mental Effort

- a. Frequent requirement for concentration, work pattern unpredictable
- b. Concentration for tests, investigations, interruptions for urgent tests; microscope or equivalent work

15. Emotional Effort

- a. Occasional exposure to distressing or emotional circumstances
- b. May work with terminally ill, upset, distressed staff

16. Working Conditions

- a. Occasional exposure to unpleasant conditions
- b. Handles contained or controlled hazardous materials, contact with contained body fluids, verbal abuse



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
<ul style="list-style-type: none"> • BSc (Hons) in Biomedical Sciences, or equivalent. • Management Qualification. • Evidence of professional management development • Evidence of a commitment to continuous professional development • Current HCPC Registration (Scientist) • Highly developed specialist knowledge underpinned by theory and experience • Professional knowledge acquired through degree, post graduate study and significant experience in specialist field to masters level or equivalent. 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Significant experience of working at a management / leadership or professional level within Pathology. • Significant experience of managing clinical teams • Evidence of successful management of clinical services • Experience of business strategy and planning • Experience of leading the implementation of service improvement including complex change management programmes • Experience of managing clinical and non - clinical risk • Evidence of effective management of a complex and diverse workforce • Successful management of significant budget Track record of achieving service targets • Experience in Human Resource management and HR policy implementation • Experience of education, training and 	

<p>mentorship of pathology staff</p> <ul style="list-style-type: none"> • Experience of using a range of IT applications, including Microsoft Office and Pathology computer systems. • Excellent verbal and written communication skills 	
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SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Up -to -date knowledge of UKAS, HTA, MHRA, and HPA Standards and their application within the area of expertise • Strong leadership skills • Ability to manage a range of staff groups/professions to deliver objectives and targets • Ability to manage a budget • Ability to manage complex change projects • Ability to analyse complex and sometimes conflicting information in order to resolve issues • Expert knowledge of quality improvement tools and methodology • Comprehensive knowledge of current professional practice and health policy requirements • Advanced decision - making skill 	

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 Trust's 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.

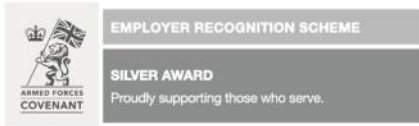
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

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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[Getting to The Royal Shrewsbury Hospital](#)

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