



PRINCIPAL CLINICAL 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.

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



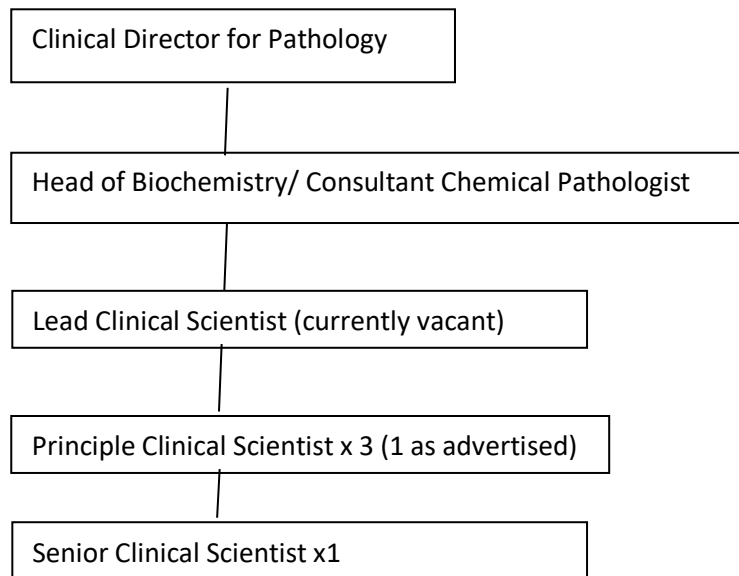
JOB DESCRIPTION

Job Title	Principal Clinical Scientist
Band	8a
Directorate	Clinical Support Services/Pathology Centre
Accountable to	Lead Principal Biochemist
DBS Required?	Yes

JOB PURPOSE

This is a 12 month fixed term contract to cover maternity leave. You will perform a broad and demanding range of scientific and leadership roles to provide and develop Clinical Biochemistry Services for the Trust and service users. You will work with a considerable degree of autonomy and assume responsibility for individual patient outcomes within the overall responsibility **of the Consultant Chemical Pathologist.** You will take responsibility for directing and monitoring the outcome of medium-term service improvement schemes

ORGANISATIONAL POSITION



MAIN DUTIES AND RESPONSIBILITIES

1. To participate in the Department's reporting rota and to provide advice and interpretation to all levels of hospital staff, practice nurses and general practitioners.
2. To provide clinical scientist support out of hours on a rotational basis with an appropriate enhancement to the basic salary. (The current rota is one in five, but this may vary according to the availability of staff and the needs of the service).
3. To be responsible for dealing with queries from service users, patients, relatives and carers by telephone or in person.
4. To be clinical lead for a specialist area of laboratory as required.
5. To undertake medium-term service development and enhancement for specific areas of the service as from time to time directed, including:
 - a) Setting of service standards
 - b) Evaluation and implementation of new methods
 - c) Making recommendations on clinical protocols
 - d) Evaluating published developments and innovations
 - e) Research and Development
6. To advance professional knowledge through personal study and registration with the Royal College of Pathologists Continuing Professional Development Scheme.
7. To participate in relevant and appropriate scientific, clinical and management meetings within the department and at Local, Regional and National level, as required.

8. To participate in the analytical work of the department
9. To undertake laboratory-based quality control duties.
10. To assist with the operation, maintenance and development of the Departments computer system, as required.
11. To participate in clinical audits,
12. To participate in the Trust's appraisal procedures.
13. To perform all duties commensurate with the post.

RESPONSIBILITIES FOR EDUCATION AND TRAINING

- Ensure own mandatory training is undertaken for non-clinical staff (such as safe moving and handling, fire prevention etc) and attend other relevant training programmes to keep up to date.
- Take part in the Personal Development Review process, identifying own training needs for continued personal development.
- Contribute to education and training within the department.
- To prepare and present seminars and training or tutorials to a wide variety of staff (medical, trainee Clinical Scientists, Biomedical Scientists)
- To provide support for training and development of senior clinical scientists.

COMMUNICATION AND RELATIONSHIPS

You will establish and maintain good communications and working relationships with all grades of staff throughout the Trust and neighboring service users: Consultants, medical staff, general practitioners, medical secretaries, outpatient, specialist nursing staff, HCA and members of the public.



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">• Degree in related science subject• Master's Degree in Clinical Biochemistry or assessed equivalent of knowledge plus further specialist training and/or experience within the specialty of Clinical Biochemistry• Part 1 of FRC Path• HCPC registered Clinical Scientist (or completed appropriate training and waiting to apply)	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • To have a thorough knowledge of human biochemistry and analytical chemistry including metabolic processes, physiology, pharmacology and drug interference. • To have a thorough knowledge of metabolic medicine in adults, children and neonates including inherited disorders, endocrinology disease states and toxicology • To have a good knowledge of routine and specialised analytical methods, quality assurance and problem solving • To have good awareness of the requirements of UKAS/ISO accreditation requirements • Able to analyse complex information from outside the service as well as within and use it to evaluate differential diagnoses. • Understanding of Clinical audit process/cycle • Evidence of ability to conduct research and development • To have good awareness of governance structure of the laboratory and identify & work within those limits. 	
<ul style="list-style-type: none"> • Knowledge and experience of POCT operational frameworks 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Good oral and written communication skills. • Able to advise senior medical staff, nursing staff and other health professionals on investigations and interpretation of biochemical and metabolic processes in complex situations and using data from other specialties. • Able to recognise patterns of abnormality and relate them to clinical situations and provide appropriate clinical advice. • Able to prepare and present complex scientific and clinical information at local, national or international conferences • Able to establish and maintain effective networks with professional, clinical and managerial colleagues within and beyond the Trust • Critical reading skills • Active listening skills. 	<ul style="list-style-type: none"> • Able to use standard computer software packages particularly: <ul style="list-style-type: none"> ○ Excel ○ Q pulse ○ Access • Keyboard skills • Able to teach students, laboratory and medical staff. • Able to delegate to and supervise staff

PERSONAL QUALITIES

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Able to maintain intense concentration (and good humour) despite frequent interruptions. • Capable of working either in a team, or alone. • Able to manage own workload, & identify and instigate other tasks 	<ul style="list-style-type: none"> • Uses knowledge to improve laboratory services • Supportive attitude to all staff grades • works flexibly across professional boundaries
<ul style="list-style-type: none"> • Keeps up-to-date and maintains CPD records • Professional and helpful attitude to users • Prepared to handle infectious material, body fluids, chemicals and contaminated equipment. • Tolerant to unpleasant working conditions: • (Unpleasant smells from specimens –on rare occasions) • Able to work to appropriate laboratory health and safety standards 	

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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[Getting to The Royal Shrewsbury Hospital](#)

The Princess Royal Hospital

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[Getting to The Princess Royal Hospital](#)