Mapping a band5/6 post against the IBMS specialist portfolio learning outcomes

NB Learning outcomes may be updated – check IBMS website

1. Evidence the staff member meets the requirements of the JD

(use JD items and evidence knowledge/skills/experience against each task)

1. Map against IBMS specialist portfolio LO

Knowledge and understanding

1. Demonstrate knowledge and understanding of complex scientific and technical aspects of their specialist discipline including: correct procedures for handling specimens before, during and after analysis; maintenance of routine equipment; principles of in-house data management systems and quality control/assurance procedures.

Review ongoing theoretical and practical competency assessment to evidence the above

1. Demonstrate knowledge and understanding of the scientific basis of the laboratory tests and the disease process under investigation.

Staff member to complete a sample of the Blood Transfusion questions used for the specialist portfolio covering knowledge and understanding of blood group, antibody screen and DAT with clinical rationale

1. Show an awareness of current issues and developments within healthcare and biomedical science. These are evidenced by in-house assessments of training and examination of knowledge during the viva voce with the external examiner to assess the ability of the candidate to describe/discuss these aspects of their work.

500 word essay detailing 2 current issues or developments nationally in Blood Transfusion

Professional skills

1. Competently perform a range of laboratory tests without immediate supervision.

Demonstrated by on-going lab competency assessment

1. Demonstrate self-direction in solving problems and exercising personal autonomy in relation to scope of practice.

Personal statement and evidence of CPD

1. Demonstrate a systematic application of professional knowledge and understanding in the interpretation of laboratory data to determine action based on best practice. These are evidenced by the in-house assessments of training and portfolio of evidence.

Demonstrated by on-going lab competency assessment

 Transferable skills:

1. Demonstrate communication skills within the healthcare environment and as part of the laboratory team. This is evidenced by the presentation.

5 minute presentation delivered in the staff huddle about a recent case or test method

1. Demonstrate the ability to critically reflect in order to inform best practice. This is evidenced by personal reflective statements

Personal statement and evidence of CPD

1. Using the above JD analysis and individuals work to map against the IBMS HSD create a risk assessment to show that the staff member meets the requirements for the post without further education.