



CAJE REF	HD/2025/0131
APPROVED	11/12/2025

**JOB TITLE**                      **Advanced Practitioner in Specimen Dissection**

**BAND 8a**

**Job Summary**

The postholder will fulfil their dissection duties in accordance with RCPATH guidelines and will perform dissection of histological tissue samples, under the supervision of a Consultant Pathologist. They will exercise autonomy within professional and managerial boundaries and will verify and validate completed work.

They will maintain an efficient workflow through effective prioritisation and use of organisation skills and problem solving. The post holder will supervise and train BMS, Healthcare Support workers (HCSWs) and other grades of support staff whilst working within the dissection room environment and provide assistance and advice to junior medical staff.

They will be responsible for ensuring compliance with all departmental and Health Board policies and procedures and will be expected to write and maintain departmental documents relevant to their scope of practice

**Responsible to**

<b>Reporting:</b> Cellular Pathology & Mortuary Service Manager	<b>Accountable:</b> Cellular Pathology & Mortuary Service Manager	<b>Professionally:</b> Cellular Pathology & Mortuary Service Manager
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**Responsibilities and Duties**

- Management**
1. Work with the service manager to understand the Pathology Departments’ strategic direction, provide input to the formulation of departmental strategies relevant to scope of practice and lead on the implementation of agreed policies and service developments within their specialist area. This includes identifying opportunities for improvement, contributing to service planning discussions, and taking responsibility for embedding changes in dissection workflows, training, or quality systems within their remit.
  2. Ensure delivery of a high-quality service in compliance with Pathology Quality policy and Pathology objectives and promote a strong quality management culture.
  3. Undertake appraisal of junior grades of laboratory staff.
  4. Ensure that all dissection room laboratory staff comply with departmental and health board policies and procedures.
  5. Understand the needs and requirements of service users and ensure this is communicated to staff.

## **Clinical**

6. Work closely with the Cellular Pathology Service Lead in delivering an appropriate diagnostic service and develop strategies for the long-term sustainability of services.
7. Work closely with departmental Consultant Histopathologists to ensure appropriate sampling procedures are followed and working standards met.
8. Liaise with internal and external stakeholders on matters pertinent to the Histology service.
9. Support Consultant Histopathologists through attendance at MDTs by providing expert input on the macroscopic features of complex specimens, clarifying dissection findings, and advising on specimen orientation, margin status, or sampling adequacy where relevant. Assist in preparing case summaries or photographic documentation to aid clinical discussion and decision-making.
10. Work with senior laboratory staff, clerical staff, and departmental medical staff in meeting the objectives of the department.
11. Work independently and flexibly to meet the changing needs of the service and must organise and prioritise their own time to ensure optimal workflow within the department.

## **Professional**

12. Lead on the delivery of HCPC Standards of Proficiency for Biomedical Scientists / students / trainees as required for the Institute of Biomedical Science's Certificate of Competence Registration Portfolio, post graduate Specialist Diploma, Diploma of Expert Practice in Histological Dissection and the Advanced Specialist Diploma in Histological Dissection.

## **Service Delivery**

13. Be instrumental in the identification, management and delivery of training needs relevant to scope of practice, to support service modernisation and workforce transformation in line with the Wales Pathology Modernisation Programme, Modernising Scientific Careers and Hywel Dda Health Board initiatives.
14. Work with senior management to formulate long-term plans in relation to role re-design, workforce transformation and staff development for service improvement and modernisation strategies, relevant to scope of practice, for the long-term sustainability of services.
15. Assist in the development of departmental training manuals, portfolios, and competency-based assessments as required by Awarding Bodies, relevant to scope of practice. This includes contributing specialist knowledge to the content, helping design and structure competency frameworks, reviewing and updating materials to ensure alignment with current standards, and supporting trainees in understanding and using these resources effectively. The post-holder will also collaborate with senior staff and education leads to ensure training documentation meets regulatory and professional requirements.
16. Examine and interpret potentially infectious clinical material in the light of accompanying clinical data. Undertake complex manual techniques such as macroscopic dissection of surgical specimens, specimen sampling, and tissue preparation, all of which require extensive clinical knowledge, fine motor skills, and a high degree of concentration. These procedures are performed to ensure accurate and timely diagnostic results, consistent with the standards required for excellent patient care.
17. Exercise individual skills and judgement in examining, dissecting and sampling histological specimens in line with specialism.

18. Ensure specimens are examined, dissected and sampled in an efficient and a timely way and to a high quality in accordance with documented departmental procedures without undue delay. This might necessitate careful scheduling of cut up sessions, rearranging timetables and backfilling for colleagues.
19. Demonstrate on going competency in sample dissection performance through reflective practice and peer review.
20. Participate in the evaluation of new methodologies, automation, working practices, and clinical research in conjunction with senior BMS and clinical staff. This includes contributing to the assessment of new equipment and dissection techniques, trialling and documenting new workflows, providing feedback on usability and diagnostic quality, and supporting validation processes. The post-holder will also assist in implementing changes into routine practice by helping to draft SOPs, training materials, and audit tools where appropriate.
21. Deputise for Consultant Histopathologists in specimen dissection activities as necessary.
22. Assess clinical samples for suitability, taking appropriate remedial action in cases of non-compliance.
23. Dispatch biological samples to referral centres liaising with transport and courier services and ensuring that sample dispatch complies with current guidelines.
24. Provide expert advice relating to scope of practice, including guidance to clinical colleagues, biomedical scientists, and trainees on the appropriate handling, dissection, and sampling of complex specimens. For example, the post-holder may advise surgeons or pathologists on specimen orientation or margin identification during multidisciplinary discussions, or support junior staff in understanding the boundaries of practice for dissection practitioners versus medically qualified staff.
25. Ensure compliance with safe systems of work for the handling of fresh and fixed tissue, laboratory reagents, equipment, and the general conduct of laboratory procedures.
26. Participate in laboratory and clinical audits as necessary and support agreed research and clinical trials. This includes contributing to the design and planning of audits relevant to dissection practice, collecting and analysing data, identifying areas for improvement, and assisting in the implementation of action plans. The post-holder may also support clinical trials by ensuring accurate specimen handling, documentation, and adherence to study protocols, and by collaborating with clinical and research teams to maintain quality and compliance.
27. Support departmental validation, verification and acceptance testing procedures as required.
28. Identify areas requiring improvement and take appropriate consequent action. This may include recognising inefficiencies in specimen workflow, gaps in training or documentation, or quality issues in dissection or sampling. The post-holder would be expected to raise these concerns through appropriate channels, contribute to root cause analysis, and support the implementation of corrective actions — such as updating SOPs, initiating staff training, or adjusting working practices to enhance quality and efficiency..
29. Perform troubleshooting and preventative maintenance on highly complex and expensive automated systems ensuring appropriate records are kept.

### **Leadership**

30. Write, review, and update documentation relevant to scope of practice, including standard operating procedures (SOPs), local guidelines, training materials, and competency frameworks. The post-holder will ensure that documentation reflects current best

practice, regulatory requirements, and departmental protocols, and will contribute to regular reviews and updates in collaboration with senior staff.

31. Develop strategic plans and work with the Pathology Clinical Training Manager in the development and introduction of specific learning packages / awards for all grades of Pathology staff.
32. Coordinate, in cooperation with senior laboratory staff, the day-to-day operations of the department.
33. Lead in the response to sudden or unexpected situations such as requests for frozen section analysis

### **Communication**

34. Communicate effectively with staff, other healthcare professionals, (e.g. clinicians, nurses), external agencies, commercial suppliers, service engineers and visitors to the laboratory.
35. Attend and contribute to a range of meetings. This includes but is not limited to senior staff meetings, clinical governance meetings, specialty reporting meetings and MDTs.
36. Provide specialist training and guidance to laboratory and medical staff as appropriate. This may include undertaking formal presentations, lectures and tutorials for Pathology and non-pathology staff to include the use of audio-visual teaching aids as required.
37. Communicate complex technical and clinical matters, identifying key issues, and prioritising information.
38. Ensure efficient use and maintenance of resources through an awareness of departmental stock control procedures.

### **Education and Training/Staff Management**

39. Develop strategic plans and work with the Pathology Clinical Training Manager in the development and introduction of specific learning packages / awards for all grades of Pathology staff.
40. Lead in the supervision and training of laboratory staff within the dissection area and to ensure their compliance with departmental and health board procedures.
41. Train junior grades of medical staff in the department in accordance with the needs and requirements of supervising consultants
42. Provide coaching to Pathology training personnel in training skills, teaching strategies, assessment methodologies relevant to scope of practice.
43. Undertake appropriate training and refresher updates in order to maintain a current knowledge base in respect to new / updated legislation and accreditation standards etc.

### **Information Resources**

44. Identify / devise systems and electronic databases for the recording, collation and audit of Cellular Pathology dissection activities for Department and Directorate governance purposes. To provide regular reports and updates to the laboratory senior management via the Heads of Department Group on the functioning and effectiveness of the dissection area.
45. Work with the Pathology Clinical Training Manager in the development specific training manuals, competences, workbooks, portfolios and spreadsheets for use by dissection staff.

**Finance**

46. Contribute to the drawing up of Pathology service budgets in response to training needs analyses.
47. Identify the financial and physical resources required for workforce planning improvement projects incorporating value for money and opportunities for cost improvement ensuring effective use of existing resources.

**Research and Development**

48. Contribute directly to department approved, consented R&D activities or ensure compliance with the requirements of the approved activity.
49. Participate in clinical audit activities and assist by providing contributory data, analysis or comment.

Undertake other duties appropriate to the nature of the role, as may reasonably be required of you, commensurate with your grade or general level of responsibility.

**PERSON SPECIFICATION****Qualifications and Knowledge (Assessment method: application form)****Essential**

- Masters Level or equivalent qualification in relevant subject or experience, skills, knowledge and training to its equivalency.
- Registration with Health and Care Professionals Council (HCPC) as a Biomedical Scientist
- IBMS Diploma of Expert Practice in Histological Dissection
- IBMS Advanced Specialist Diploma in Histological Dissection
- Management Qualification

**Desirable**

- Fellowship of The Institute of Biomedical Science

**Experience (Assessment method: application form)****Essential**

- Significant post HCPC registration experience within a clinical laboratory environment.
- Significant experience dissecting specimens categorised as types A-C by RCPATH
- Advanced understanding of histopathology and anatomy with up to date knowledge of RCPATH guidelines for specimen dissection
- Evidence of proficiency in dissecting a wide range of specimen types and pathologies
- Understanding of H&S requirements in laboratory environments
- Understanding the basic requirements for laboratory accreditation under ISO15189

**Desirable**

- Managing workflow and experience of 'lean' working concepts

**Skills and Attributes (Assessment method: interview)****Essential**

- Excellent interpersonal, communication & motivation skills in both written and verbal formats
- Advanced analytical and interpretation skills with the ability to present and articulate highly complex information
- Able to write complex documents with clarity and precision for use as SOPs
- In depth understanding and working knowledge of Pathology
- Excellent organisational skills and ability to work without direct supervision.
- Resilient under pressure with ability to work within short timescales
- IT skills including word processing, spreadsheets, power point
- Evidence of staff leadership and line management
- Evidence of involvement in staff training and development with strong supervisory and teaching ability
- Attentive to detail & methodical

**Desirable**

- Ability to share responsibility for implementing departmental strategies.
- Proficient in use of digital technology

**Other (Assessment method: application form and / or interview)****Essential**

- Ability to travel within geographical area in a timely manner.
- Able to work hours flexibly.

**Desirable**

Welsh Speaker (*Level 1*)

**Listening/Speaking:** Pronounce Welsh words, place names, department names, etc. Greet and understand a greeting. Use basic every day words and phrases, e.g. thank you, please, excuse me, etc. Understand / pass on simple verbal requests of a routine / familiar / predictable kind using simple language, e.g. 'May I speak to...'. State simple requests and follow up with extra questions / requests in a limited way.

**Reading/Understanding:** Understand simple key words and sentences on familiar / predictable matters relating to own job area, e.g. on signs, in letters.

**Writing:** Fill in simple forms, note down simple information, e.g. date and venue of a meeting, Welsh address, etc.