

Central Adelaide Local Health Network

Panel Report

Ensure that the completed report is submitted under the documents section of your requisition.

Selection Panel Report

TO: HAMISH HOLDER, A/LABORATORY OPERATIONS MANAGER, SA PATHOLOGY

Role Details

Directorate:	MID, Microbiology FMC & RAH/Frome Rd		
Position Title:	Medical scientist Level 1 and Level 2 pool Afternoon/Overnight	Classification:	MeS1/2

Broad Summary of the Position

The MeS-1 / MeS-2 pool will operate for a period of 12 months. Recommended applicants will be eligible for upcoming temporary or ongoing opportunities and may be contacted as they arise.

Medical Scientist - Bacteriology (Afternoon or Overnight MeS-1)

The position is classified at the MeS-1 level by virtue of the overall level of job demand and responsibility and particularly contains the requirements to participate in the scientific and technical operation of the Microbiology Department to provide a 24 hour service. The incumbent is required to work on permanent afternoon or night shift, or as required on a rotational day, afternoon and night shift roster as a scientist.

The incumbent will apply scientific and technical knowledge/expertise and be competent in performing standard and more complex tests/duties across multiple technical methods and domains in the Microbiology department. They will prioritise test/duties to ensure timely delivery of results to clients, perform tests that are the technically more complex, verify and authorise technical results from analytical tests, as directed supervise and train other less experienced technical and scientific staff, and provide telephone advice to clients on technical and specimen related problems.

Medical scientists employed at this grade will develop increasing expertise and exercise greater levels of independent professional judgement. On completion of a competency-based training program, and having been at the top increment of MeS-1 (level 5) for 12 months or greater, the incumbent can apply to a Peer Assessment Panel for assessment to progress to MeS-2.

Medical Scientist - Bacteriology (Afternoon or Overnight MeS-2)

The position is classified at the MeS-2 level by virtue of the overall level of job demand and responsibility and particularly contains the requirements to participate in the scientific and technical operation of the Microbiology Department to provide a 24-hour service. The incumbent is required to work on permanent afternoon or night shift, or as required on a rotational day, afternoon and night shift roster as the supervising scientist.

The scientist will participate in all activities related to test performance, including quality aspects, problem solving, assessment, planning, liaison, execution, analysis, interpretation, generation, release and validation of results. They will work as an effective team member with scientific, technical and medical staff and assist with the training and supervision of scientific or technical staff as required. They will contribute to the development of techniques and methodologies, by participating in the research and development activities of the laboratory as required. As an experienced scientist they will undertake complex activities and contribute to the selection and application of new techniques and methodologies based on

professional judgement.

Medical Scientist - Bacteriology (MeS-1 & 2) Educational/Vocational Qualifications

- The Requirements for Supervision in the Clinical Governance of Medical Pathology Laboratories (Fifth Edition 2018) by the National Pathology Accreditation Advisory Council (NPAAC), defines a scientist as a person with competence to perform the functions required and who is authorised to perform these functions. A medical scientist must possess one of the following qualifications:
 - a.
 - a. A degree at Australian Qualifications Framework level 7 awarded from a university in Australia with >70% of subjects relevant to the field of pathology of a 3-year degree
 - b. A degree at Australian Qualifications Framework level 7 with subjects relevant to the field of pathology awarded by an overseas tertiary institution if the qualification is assessed as equivalent to a degree accredited by the Australian Institute of Medical Scientists
 - c. An associate qualification conferred by the Australian Institute of Medical Technologists before 1 December 1973.

Advertising Details

Position was advertised as:

<input checked="" type="checkbox"/> Ongoing / Permanent: Overnight position.			
<input checked="" type="checkbox"/> Temporary Contract (Evening position Up to 24 mths for Public Sector Act)	Up to: X Months	OR	End date: 10/1/2025
<input type="checkbox"/> Temporary Contract (Up to 12 months for Weekly Paid)	Up to: X Months	OR	End date:
<input type="checkbox"/> Public Sector Act up to 5 year contract	Up to: X Years	OR	End date:
<input type="checkbox"/> Health Care Act – Temporary (Project/Externally Funded)	Up to: X Years	OR	End date:
<input type="checkbox"/> Casual	Hours per Week:		

Advertising Media:

<input type="checkbox"/> Expression of Interest (Internal)		Date Advertised:	
<input checked="" type="checkbox"/> I Work for SA	Vacancy Number: <input type="text" value="867077"/>	Date Advertised:	<input type="text" value="17/05/24"/>
<input type="checkbox"/> External Media (specify):	<input type="text"/>	Date Advertised:	<input type="text"/>
<input type="checkbox"/> Other (specify):	<input type="text"/>	Date Advertised:	<input type="text"/>

Opening Date: 17/05/2024

Closing Date: 31/05/2025

Applicant Details

The advertisement attracted **28** number applicants. Please refer to the PageUp E-recruitment system for a complete list of applicant details. Two Applicants withdrew.

Panel Composition

The selection panel comprised of:

Name	Position	Panel Role
Casey Moore	Supervising Scientist, RAH Microbiology	Chair
Daniella Addabbo	Senior Scientist, RAH Microbiology	Panel Member
Jack Ramsay	Senior Scientist, RAH Microbiology	Panel Member

The Selection Process

Shortlisting

Each Panel member received a copy of the applications to consider and examine on an individual basis the relative merit in accordance with the requirements of the role.

The panel have considered any factors that may impede a panellist from being able to adhere to the principles of merit, including any existing relationship with any of the applicants and any real or perceived conflict of interest by completing a [Conflict of Interest Statement](#).

Following this assessment and discussion, the panel completed the shortlist on **21/06/2024**, and agreed that the following applicants would be short listed for interview.

Shortlisted applicants:

Mai Nguyen
Toby Black
Vivian Pham-Nguyen
Shilpa Paneliya
Alia Wu
Christine May
Sandra Mavuto
Sze Ching Justus Choi
Jun Lester Takase
Caitlin Gerblich
Mohsen Chitsaz
Zengfang (Stella) Shao
Rhonstelle (Ian) Sevilla

Question Design

The panel discussed and designed interview questions, which included the following topics:

- Bacteriology experience
- Fatigue management
- Problem solving skills
- Specific specimen processing experience
- I CARE

Interviews

Interviews were arranged for **24/06/2024 and 25/06/2024**. Applicants were advised in writing of the times, date, venue and panel membership. Two interviews were conducted via Teams

Referee Reports

The panel agreed no referee reports were necessary as the recommended candidates work performance was known to the panel

Decision Process

The panel met after the interviews, and the decision process involved panel members systematically evaluating and discussing all information gathered on each applicant.

The decision was unanimous and a summary of the relative merit of the applicants for the position is detailed below.

Assessment of Interviewees

The following assessments were made:

Toby Black: Recommended for the permanent ongoing Overnight position

Toby has a range of bacteriology experience since 2018 including two years in a private laboratory and one year of COVID DOE / processing at Frome Road molecular virology. His experience has been predominately in specimen processing which came through in his answers to questions on CSF and Synovial Fluid cells counts, microscopy and culture. He also had a very good understanding of professional accountability to his employer, patient specimens, and work colleagues. His answer also encompassed accountability for his personal management of fatigue on overnight work ensuring the adjustment of sleep, nutrition and exercise as well as balancing family and social time such that he is able to perform the required job duties.

Toby has demonstrated that he can be further trained to read and report cultures using the Kiestra system.

Toby is recommended for position number P55948 permanent ongoing Medical Scientist Level 1 on Overnight shift. Toby has a Bachelor of Science - Infection and Immunity from Adelaide University and the offer of the position is subject to successful formal credentialling by SA Pathology.

No other candidates interviewed were recommended by the panel for the ongoing Overnight position.

Caitlin Gerbligh: Recommended for the temporary contract Afternoon position until 10th January 2025

Caitlin has good bacteriology skills as demonstrated in her current role of MeS1 overnight for the last two and a half years. She was able to fully answer all the bacteriology related questions and explain her fatigue monitoring practices that have allowed her to be a valued contributor to the overnight scientific team.

Caitlin is recommended for position number P46614 Medical Scientist Level 1 on a temporary contract until 10/01/2025 on Afternoon shift.

Caitlin is credentialed as a Medical Scientist (Multidisciplinary) until 24/09/2029.

Caitlin was aware that this position is temporary, and her substantive position was that of overnight scientist, should this temporary position not be extended or ongoing.

Vivian Pham-Nguyen 2nd recommended Afternoon scientist

Vivian has 3 years' experience within bacteriology at RAH. She has some bench reading experience including reading and reporting urine cultures on Kiestra. She participates on the day and evening shift roster and was able to demonstrate how she is accountable for her work and attendance. Vivian was part of a recent fatigue working group and in her current role has been able to use some of the strategies when she has a weeklong block of evening shift. Vivian has not been trained in sterile site processing but using her university course training was able to offer infectious causes of a high monocyte count in a CSF and provide what relevant splits would need to be performed. Being competent in urine culture reporting she was able to fully answer the urine question including correct liaison with the requesting doctor. Overall, she demonstrated to the panel with appropriate training should would be able to fulfill the position requirements

Sze Ching Justus Choi 3rd recommended Afternoon shift

Including his university placement Justus has been in the bacteriology department for 2 years. He currently participates in the day and evening roster over 7 days. He was fully able to answer the urine culture question and from knowledge of infectious organisms was able to partially answer the sterile site and CSF processing questions. Justus has a good understanding of his accountabilities in his professional practice and explained his

current strategies to minimise fatigue when working a week block of evenings.

His interview performance was very close to that of the 2nd ranked candidate.

Alia Wu 4th recommended Afternoon shift

Alia has 3 years bacteriology experience including a university placement in a private laboratory. She was able to demonstrate good problem-solving skills due to analyser down time and understood escalation to relevant engineers and communication to senior staff. Most of her experience has been with non-sterile site specimen processing and the Kiestra track. She was able to suggest causes for a high monocyte count in a CSF but not able to suggest further tests although should know the result was reportable to the on-call consultant. Alia participates on the day evening roster and therefore had a good understanding on how to monitor and limit fatigue. Alia's interview performance was very close to the 3rd candidate and demonstrated with training she would be able to fill the job requirements

Sandra Mavuto, Mai Nguyen, Christine May, Jun Lester Takase

Panel decided not to recommend these candidates at this time as the need more bacteriology experience.

Shilpa Paneliya, Mohsen Chitsaz

Shilpa did not answer questions as well as the successful candidates and had associate membership of AIMS and indicated she was not at this stage ready to undertake the external exam for overseas qualifications.

Mohsen while having good bacteriology experience, indicated during the interview his overseas qualifications had not been accessed by AIMS although he had completed a post graduate PhD in microbiology at Flinders university. The chairperson explained SA Pathology credentialling requirements.

Rhonstella (Ian) Sevilla, Zengfang (Stella) Shao

Both withdrew from the interview process.

NOT CURRENTLY RECOMMENDED

Sandra Mavuto
Mai Nguyen
Christine May
Jun Lester Takase
Shilpa Paneliya
Mohsen Chitsaz

Panel decided not to recommend these candidates at this time as the need more bacteriology experience.

Those applicants not currently recommended will be provided with the opportunity to seek feedback on their interview.

Criminal and Relevant History Screening/ Registrations/Licences/ Qualifications

(Tick to confirm complete or N/A if not relevant to this role)

<input checked="" type="checkbox"/>	Recommended applicant has the required Criminal and Relevant History Screening check/s in accordance with the <u>SA Health Criminal and Relevant History Screening Policy Directive</u> . NB Criminal and Relevant History Screening check/s must be received and assessed prior to an offer of employment being made.
<input checked="" type="checkbox"/>	Recommended applicant is eligible to apply for the position, and original evidence of essential qualifications/ licences/ registration has been sighted (if applicable)
<input checked="" type="checkbox"/>	Pre-Employment Declaration (via eRecruitment application or separate form if outside eR) is completed and reviewed
<input checked="" type="checkbox"/>	Relevant Medical positions have gone through the appropriate credentialling process (Credentialling evidence to be attached to the Contract Request Form)
<input checked="" type="checkbox"/>	Pre-Employment Health Assessment & any other follow up immunisations completed (<i>please refer to the Health Assessment Form</i>)
<input type="checkbox"/>	Job capacity statement reviewed (where relevant)

Recommendation

It is therefore recommended that:

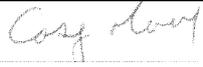
Toby Black is recommended for position number P55948 permanent ongoing Medical Scientist Level 1 on Overnight shift.

Caitlin Gerbligh is recommended for position number P46614 Medical Scientist Level 1 on a temporary contract until 10/01/2025 on Afternoon shift.

If the preferred applicant does not accept the position the panel recommends that the next recommended applicant be offered the position.

If you concur please approve by signing as delegate below.

Panel members:

Name	Position	Panel Role	Signature
Casey Moore	Supervising Scientist RAH Microbiology	Chair	
Daniella Addabbo	Senior Scientist, RAH Microbiology	Panel member	X 
Jack Ramsay	Senior Scientist, RAH Microbiology	Panel member	

APPROVED / NOT APPROVED

Noting requirement for credentialing prior to any appointment. Initial credentialing screen indicates Toby Black qualifications are adequate for Microbiology (03/07/2024) and Caitlin Gerblich is currently credentialed until 24/09/2029.



Simone Chantrell
MID Service Manager

DATE: 03 / 07 / 2024

APPROVED NOT APPROVED



Hamish Holder
A/Laboratory Operations Manager, SA Pathology

DATE: 05 / 07 / 2024