

Statement of Duties

Position Title: Medical Scientist - Anatomical Pathology	Position Number: 513204	Effective Date: September 2017
Group and Unit: Tasmanian Health Service (THS) – Clinical Support		
Section: Anatomical Pathology	Location: South	
Award: Allied Health Professionals (Tasmanian State Service) Agreement	Position Status: Permanent	
	Position Type: Part Time	
Level: 1-2	Classification: Allied Health Professional	
Reports To: Medical Scientist in Charge - Cytology Service		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

- The primary focus of duties for the Medical Scientist – Anatomical Pathology is professionally involved in the routine preparation and diagnosis of gynaecological and non-gynaecological cytology specimens for inpatient and outpatient services at the Royal Hobart Hospital.
- The Medical Scientist – Anatomical Pathology has a secondary focus of working in the Routine Histology laboratory when the workload of the Cytology department permits.

Duties:

1. Participate in the preparation and routine diagnostic cytological examination of gynaecological and non-gynaecological cytology specimens.
2. Perform routine histology procedures on biopsy and necropsy specimens.
3. Follow guidelines in reporting cytology results ensuring compliance of all results with verification and quality control procedures.
4. Maintain adequate records of work performed in compliance with National guidelines (NPAAC).
5. Participate in ongoing education including, but not limited to, regular group microscopic examination and discussion of interesting and abnormal cases with Pathologists.
6. Assist the Scientist in Charge – Cytology Service with educating and providing advice to staff and users of the cytology laboratory services.
7. Perform out of hours' diagnostic cytology when necessary.
8. Assist in the evaluation and commissioning of new instrumentation, equipment and diagnostic reagents.

9. Assist in the maintenance and quality control of protocols, equipment and supply of consumables to ensure an uninterrupted service as far as possible.
10. Participate in approved research, development and review studies.
11. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
12. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Scope of Work Performed:

- Responsible for assisting the Scientist in Charge of the Cytology Laboratory with the routine Cytology Laboratory work and the efficient operation of the Cytology Services.
- Provide supervision to less experienced staff.
- Professional judgement is expected in meeting the set objectives and in the resolution of novel or complex problems and issues in the specialised fields.
- Responsible for the efficient and accurate performance of the duties of the position.
- Supervision is received primarily from the Medical Scientist in Charge of the Cytology Laboratory.
- Comply at all times with THS policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

- Satisfactory completion of an appropriate course of study* from a recognised tertiary institution.

*** Appropriate Course of Study is:**

- Bachelor of Applied Science or Bachelor of Science

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

- I. Conviction checks in the following areas:
 - a) crimes of violence
 - b) sex related offences
 - c) serious drug offences

- d) crimes involving dishonesty
- 2. Identification check
- 3. Disciplinary action in previous employment check.

Selection Criteria:

1. Ability to apply scientific principles in the work environment. Sound theoretical knowledge of gynaecological and non-gynaecological cytology considered a significant advantage. A competency certificate awarded by the Australian Society of Cytology – CT (ASC) would be an advantage.
2. Good knowledge of the nature of work performed in a contemporary diagnostic Cytology Laboratory.
3. Capacity to develop leadership and management skills.
4. Demonstrated effective communication and interpersonal skills, together with the ability to work in a team environment.
5. Commitment to continuing education, sufficient to ensure the maintenance of appropriate skills and knowledge.
6. Ability to demonstrate initiative and self-motivation.

Working Environment:

The Department of Health and Human Services (DHHS) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health and human services system, and value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>.

Fraud Management: The Department of Health and Human Services and Tasmanian Health Service have a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Director HR Management and Strategy or to the Manager Internal Audit. DHHS and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. DHHS and the THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DHHS and THS policy) with the Department of Health and Human Services and Tasmanian Health Service are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department of Health and Human Services and the Tasmanian Health Service are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: The Department of Health and Human Services and the Tasmanian Health Service are smoke-free work environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.