

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Medical Scientist
Position Number:	Generic
Classification:	Allied Health Professional Level 1-2
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Hospitals North - Launceston General Hospital (LGH) Pathology
Position Type:	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
Location:	North
Reports to:	Senior Medical Scientist
Effective Date:	November 2018
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Tertiary qualification/program of study in Medical Laboratory Science, Biomedical Science, Science or Applied Science or equivalent suitable to the position from a recognised institution</p> <p>Eligible for membership with a relevant professional body such as Australian Institute of Medical and Clinical Scientists, Australasian Association for Clinical Biochemistry and Laboratory Medicine, The Australian Society for Microbiology, Human Genetics Society of Australasia or the Australian Society of Cytology</p> <p>Where there is no relevant professional body, the essential qualification must be met</p> <p><i>*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 if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	Membership/Fellowship awarded by a recognised professional body

Position Features: Participation in the out of hours call-back service roster is a requirement of this role

This is a shift work position requiring staff to work out of hours as rostered. As defined within the *Health and Human Services (Tasmanian State Service) Award*: 'Shift Work' means work performed in accordance with a roster and may include day shift, afternoon shift, night shift and Saturdays and Sundays.

NB. The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

Contribute to the provision of effective pathology services.

Under general guidance from the Scientist in Charge, perform professional work in one or more sections of the Pathology Department.

Perform normal professional work and complex or critical laboratory work under professional supervision.

Duties:

1. Perform work of a professional nature, which will include routine and specialised tests in the area of pathology under general professional guidance.
2. Use professional knowledge and judgement to interpret and report test results.
3. Perform professional work for approved research and review studies.
4. Undertake professional work for the evaluation of equipment and the development of new methods.
5. Maintain and repair instrumentation within the department and at external sites as required.
6. Participate in and monitor quality control programs conducted within the Department.
7. Participate in and contribute to continuing education programs.
8. Collect all patient specimens including phlebotomy.
9. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
10. 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.

Key Accountabilities and Responsibilities:

- Performs general medical laboratory work under general professional guidance.
- If authorised by the Director of Pathology, issue patient reports from the department, using professional knowledge and judgement to interpret test results.

- Champion a child safe culture that upholds the National Principles for Child Safe Organisations. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

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:

1. 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.
2. An appropriate level of professional experience and an appropriate range of medical laboratory skills.
3. Good communication skills and the ability to work in a multidisciplinary team in an environment subject to changing priorities.
4. Commitment to continuing education, sufficient to ensure the maintenance of appropriate skills and knowledge.
5. A commitment to the ISO 15189 Quality System.
6. Demonstrated ability and willingness to work towards organisational goals and objectives.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).