



Statewide Clinical Support Services (SCSS)

ROLE DESCRIPTION

Role Title:	Medical Scientist
Classification Code:	MeS-1
LHN/ HN/ SAAS/ DHW:	Statewide Clinical Support Services (SCSS), CALHN, SA Health
Hospital/ Service/ Cluster:	SA Pathology
Division:	Microbiology & Infectious Diseases
Department/ Section/ Unit/ Ward:	Bacteriology
Role reports to:	Laboratory Manager/Scientific Lead
Role Created/Reviewed Date:	May 2021
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

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.

The scientist will apply scientific and technical knowledge, expertise and competence to perform a range of routine diagnostic techniques, including participation in problem definition, planning, execution, analysis and reporting. With supervision, they will contribute to the development, selection and adoption of new techniques and methodologies. They will assist in the training and supervision of technical laboratory staff in routine tests and tasks. As required, they will contribute to the Department's teaching and research activities.

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.

Direct Reports:

- > The incumbent reports to the Laboratory Manager or Section Head through the Section Supervisor of the rostered section or workgroup.
- > The incumbent is required to work in conjunction with the appropriate section supervisor in the day-to-day operations of the assigned Section.

Supervisor Reports to: Scientific Lead / Laboratory Manager
 Supervisor's Position: Section Supervisor
 Subject Position: Medical Scientist MeS-1
 Staff Supervised: Technical Officers, OPS and ASO staff.

Key Relationships/ Interactions:

Internal

- > Interact closely with personnel at all levels on a daily basis within SA Pathology regarding specimens, tests, results and equipment.
- > Frequent communication with medical staff within SA Pathology regarding specimens, testing and results.
- > Communication with staff within directorate and across directorates regarding specimens, tests and equipment.

External

- > Communicate with clients regarding specimens, testing and results.
- > Communication with staff requesting pathology testing regarding specimens and results.
- > Communication of results to a variety of authorised staff.
- > Exchange of information with requestors and personnel from other Pathology providers to retrieve samples, answer queries and provide test-related information.
- > Interact with clinicians and suppliers.
- > Inform medical personnel including Infectious Diseases Consultants, ward staff and Infection Control staff of test results as required or requested.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > The incumbent is required to fully participate in the laboratory roster and after suitable training and competency assessment will be required to participate in a 24-hour / 7-day roster which includes day, afternoon, night and an on-call roster.
- > The incumbent is required to handle and process infectious samples.
- > Understanding the variations between test requirements.
- > Maintaining an efficient integrated workflow.
- > Providing a test result within an acceptable turnaround time.
- > Contributing to a comprehensive investigation of any variants detected.
- > As required the incumbent will rotate through a range of laboratory sub-speciality work areas.
- > As required the incumbent will participate in the validation of diagnostic reports for all services within their unit, is responsible for their scientific accuracy and related discussions with scientific and medical staff on the interpretation of reports.
- > Some out-of-hours work and covering roster vacancies may be required at short notice.

Delegations:

- > As per Statewide Clinical Support Services HR and Financial delegations.

Key Result Areas and Responsibilities

Key Result Areas	Major Responsibilities
Specialised Area	<ul style="list-style-type: none"> > Perform and interpret a wide range of appropriate identification and antibiotic sensitivity tests, as detailed in laboratory procedures. > Prepare and analyse diagnostic microbiological samples by standard techniques as required. > Inform medical personnel including Infectious Diseases Consultants, ward staff and Infection Control staff of test results as required or requested. > Examine and interpret microscopic preparations of clinical samples for cells, crystals and microorganisms such as bacteria, fungi and parasites as required. > Examine and interpret cultures of clinical environmental material for pathogenic bacteria and fungi as required. > Ensure confidentiality of laboratory results. > Participate in professional development activities via internal / external continuing education programs and the participation in the professional societies such as the Australian Society for Microbiology. > Under supervision, participate in straightforward research and development projects using standard diagnostic procedures. > Assist in the preparation of research reports for presentation at scientific meetings and for refereed publications.
Service Provision	<ul style="list-style-type: none"> > Perform routine and complex diagnostic tests and reporting across multiple disciplines according to worksite requirements. > Perform diagnostic tests as directed and in accordance with established laboratory methods. > Review results for analytical validity and where appropriate provide interpretation within the context of a diagnostic report. > Prioritise work in accordance to clinical urgency and process accordingly. > Receive specimens into the laboratory (information system) and perform identity checks in accordance with established laboratory protocols. > Exercise professional judgement within prescribed areas. > Assist with work required to implement new methods and procedures, including evaluation and implementation of new consumables, test procedures and equipment. > Participate in the training and education of staff as directed. > Undertake reasonable, general laboratory duties as required. > Provide high quality and accurate results within a timeframe determined through established KPIs. > Liaise with senior staff as appropriate regarding diagnostic interpretive or scientific / technical problems. > Liaise with clients in relation to specimen and test related enquiries; provision of test results and interpretation, following appropriate review of test results. > Test and maintain laboratory equipment in accordance with established maintenance protocols and promptly advise supervisors in the event of malfunction. > Assist with equipment set-up through participation in User Acceptance Testing (UAT) within the framework of established change management governance protocols.

Laboratory Operations	<ul style="list-style-type: none"> > Assist with storage of consumable, specimens, equipment and the safe transport and disposal of specimens. > Assist with inventory control to maintain services. > Undertake routine laboratory housekeeping duties. > Maintain all records relating to results.
Quality Management	<ul style="list-style-type: none"> > Actively participate in the application of Quality Management principles in accordance with appropriate regulatory framework. This includes: <ul style="list-style-type: none"> o Procedural audits and reviews as directed o Implementation of new methods and procedures o Ensuring acknowledgement of relevant procedural updates o Ensuring appropriate and immediate reporting of incidents, errors and complaints o Participate in risk management and continuous quality improvement activities as part of day to day work practices. > Understand, maintain and apply the principles of internal quality control and external quality assurance programs and contribute to the resolution of problems that may arise.
Work Health & Safety	<ul style="list-style-type: none"> > Contribute to Work Health and Safety within SA Pathology by taking reasonable care to protect personal health and safety of other staff, wear protective clothing and use safety equipment as directed. > Report incidents and risks in a timely manner. > Collaborate with senior staff in resolution of issues and mitigation of risks. > Complete mandatory training obligations including emergency evacuation and fire training.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

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 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.*

Personal Abilities/Aptitudes/Skills:

- > Ability to implement routine instructions and procedures with limited supervision.
- > Provide relevant scientific and technical skills to perform diagnostic tests.
- > Ability to work cooperatively and effectively in a team environment.
- > Ability to manage time efficiently, including task prioritisation so as to achieve high quality results and meet daily workload targets according to standard laboratory procedures.
- > Ability to be proactive – must show initiative, especially alerting senior staff to potential problems.
- > Ability to be punctual – must be ready to commence work on time as indicated by rosters.
- > Ability to use various software applications.
- > Perform laboratory testing of high quality, according to standard work policies and procedures.
- > Provide high level of personal, oral and written communication skills with professional and other staff at all levels, from both internal and external sources.
- > Understand and practise good customer service.
- > Maintain, evaluate and trouble-shoot relevant laboratory equipment.
- > Ability to handle confidential and sensitive information in a professional manner.
- > Ability to identify problems and develop practical solutions.
- > Need to work with human body fluids, faeces and tissues.

Experience

- > Experience in a diagnostic Microbiology laboratory.
- > Experience in the use of analytical laboratory equipment.
- > Experience in laboratory computing, data retrieval and processing.
- > General Pathology Laboratory experience.

Knowledge

- > An understanding of a diagnostic microbiology laboratory and Pathology in general.
- > Display and maintain a knowledge of Diagnostic Microbiology and Infectious Diseases.
- > Knowledge of basic laboratory principles and concepts.
- > General knowledge of science and laboratory practice.
- > Knowledge of quality procedures.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > BAppSc (Med Lab Sc) or equivalent qualification accepted as suitable for full professional membership of an appropriate professional society (AIMS- professional membership, HGSA – full membership, ASC - non-medical membership, AACB- Associate Member, ASM - professional membership.
- > Post Graduate qualifications in a relevant field.
- > Evidence of desire for self-improvement - attendance at seminars, courses, etc.

Personal Abilities/Aptitudes/Skills

- > A proven ability to carry out routine procedures.
- > A proven ability to acquire and apply technical skills.
- > High level of skill with new technology including computing skills and analyser skills.
- > Ability to solve problems.
- > Ability to communicate effectively with staff and management.
- > Proven ability to work independently with limited supervision.
- > Proven supervisory and training skills.
- > Proven manual dexterity and technical precision/accuracy.
- > Knowledge of commonly used Microbiology Laboratory Information Systems (LIS).
- > Understand the interdependencies within SA Pathology.

Experience

- > Experience in a diagnostic or research Microbiology and Infectious Diseases or other diagnostic and or research laboratories.
- > Experience in the performance of pathology laboratory testing.
- > Experience in the performance and monitoring of Quality Control.
- > Experience with specialised laboratory equipment.
- > Experience working in a multi-disciplinary laboratory

Knowledge

- > Knowledge of NATA accreditation and certification requirements.
- > Knowledge of Work Health and Safety practices.
- > Knowledge of current accreditation and legislative requirements as applied to Pathology Laboratories.
- > Knowledge of legislation, policies and guidelines relating to privacy.
- > Knowledge of multiple pathology disciplines

Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided the a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*.
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

SA Pathology's mission is to provide:

- > The people of South Australia with comprehensive quality pathology and associated clinical services that improve patient outcomes and the health of the community through a commitment to education, innovation and research
- > Our customers with exceptional services and support
- > Our staff with a working environment conducive to fulfilling their potential
- > The Government of South Australia with cost-efficient, sustainable pathology and clinical services.

Values

Statewide Clinical Support Services Values

Within SCSS our people are at the heart of what we do. We are committed to building a strong, vibrant culture and place to work, and to providing high-quality care to our patients and consumers that demonstrates our values in action. Our five core values are Integrity, Compassion, Accountability, Respect and Excellence (ICARE):

- Integrity:** We are honest, consistent and act fairly. We make evidence-based decisions that are in the best interests of the South Australian community.
- Compassion:** Patients and consumers are front of mind in everything we do, and we approach care for others with empathy and kindness. We provide an environment that is safe and caring and we will support each other at all times.
- Accountability:** We take ownership of our responsibilities and actions. We own our mistakes and take proactive measures to find effective solutions. We demonstrate our values in our actions and behaviours
- Respect:** We foster a culture that is respectful of our consumers, patients and each other. We value diversity and everyone's input and demonstrate trust in each other.
- Excellence:** We complete and promote work of the highest standard. We challenge the normal way of doing things to ensure continuous improvement and we seek consumer input to represent the diversity of our community.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees.

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document.

Name:

Signature:

Date: