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SA Health Job Pack

Job Title	Medical Scientist
Job Number	663827
Applications Closing Date	29/06/2018
Region / Division	SA Health – Central Adelaide Local Health Network
Health Service	SA Pathology
Location	Gawler
Classification	MeS2
Job Status	Part time 15 hours per week, temporary up to 09/01/2019
Indicative Total Remuneration*	\$86,052 - \$99,495

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Child Related Employment Screening - **DCSI**
- ☒ Vulnerable Person-Related Employment Screening - **NPC**
- ☐ Aged Care Sector Employment Screening - **NPC**
- ☐ General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Contact Details

Full name	Andrea Worrall
Phone number	8521 2170
Email address	Andrea.Worrall@sa.gov.au

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✍ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✍ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	Medical Scientist
Classification Code:	MeS-2
LHN/ HN/ SAAS/ DHA:	CALHN
Hospital/ Service/ Cluster	SA Pathology
Division:	Regional Services
Department/Section / Unit/ Ward:	
Role reports to:	
Role Created/ Reviewed Date:	15/3/17
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Child- Prescribed (DCSI) <input type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)

ROLE CONTEXT

Primary Objective(s) of role:

The MeS-2 is responsible for performing routine diagnostic tests in a multi-disciplinary regional laboratory. In the absence of the laboratory manager, the MeS-2 may be expected to assume responsibility for supervising the laboratory. Participation in an after hours service, general laboratory services and clerical duties will be expected.

The MeS-2 will be responsible for training of Technical and Scientific staff and will participate in test development and application of improved methodologies within the laboratory.

Direct Reports:

The MeS-2 reports to the laboratory manager.

Key Relationships/ Interactions:

Internal

- > Directorate Manager, Regional Services
- > Local Laboratory Manager
- > Local Laboratory Staff
- > Local Phlebotomy and Administration Staff
- > Various SA Pathology Staff (Technical, Scientific and Clinical) from other SA Pathology sites

External

- > Local General Practitioners
- > Local Hospital staff (Nursing and Medical)

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Recruiting and Retaining multiskilled scientist in a Regional location
- > Extensive travel requirements to maintain skills and competency

Delegations:

- > No financial delegations unless acting in the laboratory manager role, as which time the incumbent would assume financial delegations of the manager
- > Responsible for training and supervision of Technical and ancillary staff of the site.

Resilience:

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

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & 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.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures 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 Guidelines for Health Care Workers in South Australia 2014*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993* (Cth) – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Code of Fair Information Practice.
- > 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.

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.

Special Conditions:

- Participation in on-call, 24 hour, 7 day shift work will be required including public holidays.
- Some intra-state travel will be expected.
- Maintenance of a current Class C Driver's Licence is essential.
- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993 (Cth)* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007 (Cth)*.
- > 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.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Contribute to the provision of a reliable and efficient diagnostic service by	<ul style="list-style-type: none"> - Ensuring the correct test procedure selection for specimens, supervising test performance and facilitating work, and interpretation of test results in consultation with the laboratory manager and other scientific staff. - Performing specialised and complex tests (and routine tests if and when required) with particular emphasis management and control of all incoming pathology. - Assisting with the use and maintenance of more complex equipment. - Participation in the performance of routine tests. - Lead and participate in the training of technical staff. - Liaising with requesting doctors and other scientific and health professionals. - Reviewing internal and external quality control programs with the implementation of appropriate corrective action. - Involvement in development and evaluation of new methods and equipment. - Participating in after hours services in all laboratory disciplines. - Providing appropriate interpretative comments for test results when required. - Undertaking collection of specimens from patients, including venepuncture and paediatric collections
Provide assistance to the Laboratory Manager by :	<ul style="list-style-type: none"> - Coordinating designated tasks. - Assisting in the implementation of SA Pathology Equal Opportunity and Occupational Health and Safety Policies. - Take a leading role and assisting in preparation for NATA, ISO9000 and any other accreditation requirements determined by SA Pathology. - Participation in infection control, hospital blood banking and hospital accreditation processes. - Participating in community based health programs and educational activities where appropriate. - Promoting community awareness of SA Pathology laboratory service.
Contribute professional and scientific expertise to the laboratory by:	<ul style="list-style-type: none"> - Maintaining knowledge and skills relevant to scientific and current laboratory needs. - Participating in professional development activities and remaining informed about current developments in haematology, transfusion, serology, clinical chemistry and microbiology. - Assisting in test and equipment evaluation and implementation. - Participating in regional scientific and management meetings. - Reviewing, developing and evaluating new methods for possible implementation ensuring that all laboratory practices and procedures meet the NATA and ISO accreditation standards.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

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)

Personal Abilities/Aptitudes/Skills:

- > Good verbal and written communication skills
- > High level of interpersonal skill
- > Ability to work as a member of a small team, and on an individual basis
- > Ability to work under limited supervision
- > Ability to operate effectively under pressure and within limited time constraints
- > Ability to develop, implement and evaluate new techniques and procedures and review and improve existing techniques
- > Must reside within 30 minutes of the laboratory for after hours on-call response.

Experience

- > Experience in the performance of routine diagnostic pathology tests in one or more of the following disciplines: Clinical Chemistry, Haematology, Microbiology or Transfusion.
- > Experience in the performance and monitoring of Quality Control.

Knowledge

- > Knowledge of at least one of the following areas of diagnostic pathology: Clinical Chemistry, Haematology, Microbiology or Transfusion
- > Knowledge of EEO and OH&S principles
- > Knowledge of NATA accreditation requirements

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Membership of a professional society involved in the further education of medical scientists.

Personal Abilities/Aptitudes/Skills:

- > Ability to solve routine and complex problems.
- > Highly developed scientific skills and ability.
- > High level of communication and interpersonal skills.

Experience

- > Multidisciplinary experience
- > Experience in adult and paediatric venepuncture techniques
- > Experience in the co-ordination of staff
- > Experience in the use of automated haematology cell counters, coagulation analysers, clinical chemistry analysers and other equipment used in small laboratories.

Knowledge

- > Specialised knowledge in diagnostic pathology
- > Sound knowledge of Quality Systems and accreditation requirements..

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 Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

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:

The Regional laboratories provide a diagnostic pathology and collection service to the local community in both the hospital and private GP sector. The SA Pathology laboratories are part of the community and strive to meet the needs of the local population and Country Health SA Local Health Network by delivering a service that is timely, accessible and of a high standard to ensure the best outcomes for all patients.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

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.

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: Lucas Semmler

Role Title: Directorate Manager – Regional Services

Signature:



Date: 15 March 2017

Role Acceptance

Incumbent Acceptance

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

Name:

Signature:

Date: