

# STATEMENT OF ACCOUNTABILITY

## Medical Laboratory Scientist, Haematology

<b>TEAM</b>	Haematology
<b>ROLE TITLE</b>	Medical Laboratory Scientist
<b>REPORTS TO</b>	Section Head, Haematology

### OUR CULTURE

At our DHB, we are committed to putting people at the heart of all we do, so that we are all supported to deliver world class healthcare to our communities. This means we all behave with honesty, integrity and courage; doing the right thing by each other and our communities. We demonstrate care and concern for our own and others wellbeing. We believe that diversity and inclusion is critical to ensure we deliver the best care for our diverse communities. Therefore, we always respect and value everyone's differences. When making decisions we consider and seek a diverse range of viewpoints especially those from minority groups. We acknowledge New Zealand as a bicultural nation and support and respect the integration of Tikanga Māori and Te Reo Māori at work.

### OUR TEAM ACCOUNTABILITY

As a member of the Haematology Team, this role has shared accountability for:

- Engaging the CHL team, the CDHB, the WCDHB and our health systems to build trust, common understanding and ownership.
- Growing the understanding and engagement of the CHL team with the vision and goals of the Canterbury and West Coast Health systems
- Ensuring clarity of CHL purpose, developing clear direction, plans, alignment and priority and making sure all teams and roles know their accountability and responsibility
- Building the capability of the Core & Microbiology Services function to make it happen and the process capability to do it effectively and efficiently
- Communicating, in order that within the Core & Microbiology Services team, the Canterbury DHB, West Coast DHB and our health systems, everyone remains aligned with and informed about our plans, priority and progress

### MY ROLE RESPONSIBILITY

The Medical Laboratory Scientist is responsible for performing routine testing and associated duties in Haematology while providing high quality service to clients and patients.

Specifically, the role is responsible for:

- Providing a high-quality service to clients.
- Conversant with and responsible for his/her own operation and use of the laboratory information system to register patients, input data and access results.
- Performing a variety of duties in Haematology and Core Biochemistry, including basic troubleshooting of tests and equipment relevant to the laboratory's operation.
- Adhering to laboratory quality assurance procedure requirements.
- Adhering to safety programmes and procedures.
- Maintaining and developing his/her own areas of skill and professional development
- Carrying out general duties.

- Communication of accurate and timely information to the Section Head.
- Being aware of and complying with Canterbury DHB health and safety policies and procedures
- Undertaking any other duties as reasonably directed by the Section Head or Operations Manager from time to time.

## MY CAPABILITY

To be effective and succeed in this role it is expected the person will have the following proven capabilities:

- **Enhancing People Performance** - Improve performance and bring out the best in people; to deliver high quality results for patients.
- **Enhancing Team Performance** - Build cohesive and high performing teams; to deliver collective results that are more than the sum of individual efforts.
- **Achieving Through Others** - Effectively delegate and maintain oversight of work responsibilities; to leverage the capability of people to deliver outcomes for the people we care for.
- **Identifying and Developing Talent** - Encourage and support diversity and build the people capability required to deliver outcomes.
- **Self-Aware** - Understands their impact on others and strengthen personal capability over time.
- **Engaging others** - Connect with people; to build trust and become a leader that people want to work with and for.
- **Resilient and Adaptive** - Show composure, resolve, and a sense of perspective when the going gets tough. Helps others maintain optimism and focus.
- **Honest and Courageous** - Delivers clear messages and makes decisions in a timely manner; to advance the longer-term best interests of the people we care for.

## Qualifications, experience, knowledge and skills:

- Registration with the Medical Sciences Council of New Zealand (MSCNZ) as a Medical Laboratory Scientist
- The ability to maintain a high professional standard in line with the Code of Competence Standards for Medical Laboratory Science Practitioners in Aotearoa New Zealand (Revised February 2018)
- A current Annual Practising Certificate issued by the Medical Sciences Council of New Zealand
- Maintain a current Annual Practising Certificate by participation in a re-certification programme
- Have a critical scientific mind and approach to problem solving
- Be capable of detailed communication with a broad range of health professionals
- Have strong people skills relevant to both internal and external relations and communications
- Be performance driven and have the ability to recognise the critical and key success factors
- Have the vision and flexibility to instigate and accommodate change
- Be able to project a credible and dependable image
- Be able to work alongside management in a positive and synergistic way whilst maintaining professional independence
- Be able to train and develop staff
- Be able to write and collate technical documents
- Be in a state of health to enable the key tasks of the position to be performed
- Be committed to teamwork and have the ability to delegate, consult, build and manage an effective work team

## MY RELATIONSHIPS TO NURTURE

### Internal

- Medical Director
- Service Manager
- Section Head
- Section staff
- Other Section Heads
- Staff of Canterbury Health Laboratories
- Staff of the CDHB
- Clients within the CDHB

### External

- Clients/patients of Canterbury Health Laboratories

## OUR WELLBEING, HEALTH AND SAFETY

At our DHB, we're committed to promoting a culture where our people's wellbeing, health and safety is at the core of everything we do. We're committed to a healthy and safe working environment to enable everyone to return home safe and well every day. We're driving for a positive, inclusive, engaging culture where our people feel safe and engaged in their work.

We know that it's really important to look after yourself, in order to provide the best possible care to our community. We are all responsible for the health and safety of ourselves and each other. We need to work together to ensure wellbeing, health and safety risks do not put our people at risk of harm.

## MY CLINICAL CAPABILITIES

Not applicable