

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Medical Laboratory Scientist – Technical Lead		
Reports to	Section Head		
Location	Canterbury Health Laboratories		
Department	Specialist Cluster		
Direct Reports	-	Total FTE	-
Budget Size	Opex	-	Capex
Delegated Authority	HR		Finance
Date	01/09/2024		
Job band (indicative)	Designated		

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

The Technical Lead will provide the leadership of a laboratory section or subsection with the collection, receipt, preparation, investigation and laboratory analysis of samples of human biological material to support patient diagnosis, management and treatment, and the maintenance of health and well-being. The Medical laboratory Scientist will provide a service that is within their scope of practise as determined by the Medical Sciences Council.

Key Result Area	Expected Outcomes / Performance Indicators
Professional Responsibilities	<ul style="list-style-type: none"> • Actively supports and participates in all areas of training, signs off competence and new staff training. • Provides Technical support for recruitment • Delegates appropriately to staff • Develops and maintains a conference / training plan for all staff • Appropriately challenges and addresses behaviours of team members • In conjunction with the Service Manager, ensures the section has a documented succession plan in place and actively works to ensure success of the plan.
Routine laboratory	<ul style="list-style-type: none"> • Rosters and ensures test coverage • Leads troubleshooting for designated areas, provides pre-engineering level support (engineer cannot be called unless supported by TL or SH) • Acts as a point of clinical escalation to Pathology review

	<ul style="list-style-type: none"> • Ensure smooth operation of a section/ designated area daily. Orders required consumables and ensures stock levels are adequate • Supports SH will all aspects of IT/LIS requests • Foster and maintain close links with Section Head and other Technical Leads to ensure a coordinated provision and continuity of service to all clients is achieved • Respond to client requests and enquiries • Maintain working relationships with similar laboratories (local, national, international). • To ensure delivery of appropriate tests along with high quality and accurate results • Section Head/Service Manager is kept informed of current operational issues • Co-Ordinate development of testing within direction to keep consistency with new methodologies and technologies • Acts as a lead member of the Quality Group [EQG] to maintain accreditation to ISO 15189 • Oversees SOP and document review in relevant areas • Provide an efficient and well-run laboratory service • Provide an environment that encourages communication and problem-solving • Ensure high quality and accurate testing for patients • Ensure Te Whatu Ora is a leader in healthcare and testing
CPD and professional development	<ul style="list-style-type: none"> • Required to maintain competence in MLS scope of practice. • keep knowledge up-to-date by undertaking relevant CPD. • Have a drive to learn and develop within the role
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Culture and People Leadership	<ul style="list-style-type: none"> • Leads, nurtures and develops our team to make them feel valued. • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others.

	<ul style="list-style-type: none"> • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach –tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the Section Head

- Any such activity that is outside of the Medical Science Councils scope of practise
- Any such activity that is outside of day to day operations and cannot be reasonably handled within designated authority.

Relationships

External	Internal
<ul style="list-style-type: none"> • Staff of other national and international laboratories • Medical research facilities, both nationally and internationally 	<ul style="list-style-type: none"> • Section Staff • Section Head • Service Manager • General Manager • Pathologists

- Medical Director/ Clinical Director
- Staff within Canterbury Health Labs
- Staff within Health NZ

About you – to succeed in this role

You will have

Essential:

- Registration with the Medical Sciences Council of New Zealand as a Medical Laboratory Scientist
- Experience in implementing Te Tiriti o Waitangi in action.
- The ability to maintain a high professional standard in line with the competence standards for MLS practitioners
- Experience within an IANZ accredited laboratory
- No less than 5 years working experience in a diagnostic laboratory

Desired:

- Leadership experience and working with a diverse range of people

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- A keen attitude to grow and develop within the role
- Ability to question and show an inquisitive mind to challenge the routine to find better pathways forward.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

