

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

Title	Medical Laboratory Scientist		
Reports to	Section Head Microbiology		
Location	Canterbury Health Laboratories		
Department	Bacteriology		
Direct Reports		Total FTE	1
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date			
Salary band (indicative)*	Core Scale, Step Intern – Step 7		

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:

Provide Clinicians and Patients with a high-quality service by performing diagnostic testing and associated duties within Bacteriology Department. This is a 24/7 service where you will participate in an on-call roster, be available for weekends, public holidays, and midnight shifts as required to ensure continuous service delivery.

Key Result Area	Expected Outcomes / Performance Indicators
Client Service	<ul style="list-style-type: none"> • Clients receive polite, courteous, and prompt responses to their requests or enquiries. • Any problems or complaints are notified at the earliest opportunity to the Microbiology Section Head or the Bacteriology Technical Lead.
Primary Processing	<ul style="list-style-type: none"> • All specimens are processed according to protocols. • The timely examination and accurate reporting of cell counts and gram stains. • Education of others working in this area as to specimen requirements, media inoculation, clinical interpretation
Bacteriology	<ul style="list-style-type: none"> • Organisms are correctly recognised and subjected to further identification, sensitivity testing if necessary. • Organism identification and other procedures such as sensitivity testing are performed reliably and with credibility.

	<ul style="list-style-type: none"> Significant organisms are brought to the attention of the Team Lead, Bacteriology Technical Lead and / or the Microbiologist / Registrar.
Mycology	<ul style="list-style-type: none"> Microscopy performed. Culture or PCR investigation performed accurately. Correct Identification of common dermatophytes, yeasts and moulds is made. Sensitivities performed as required. Works closely with the Team 3 Technical Lead
Parasitology	<ul style="list-style-type: none"> Specimens for parasite examination are correctly processed as per protocols. Correct identification of the common protozoa and helminths is made and reported.
Molecular	<ul style="list-style-type: none"> All PCR and Molecular techniques are adhered to at all times. Appropriate controls are used and documented. All results are reviewed, accurate and reported. Any run failures are reported to the Technical Lead or Section Head
Education of Others	<ul style="list-style-type: none"> The Medical laboratory Scientist is responsible for assisting training of staff/students when delegated by the Technical Lead or Section Head. Students are trained in accordance with syllabi and competency assessment guides. New staff are trained according to our Protocols. Evidence is collected and recorded as required.
Self-Continuing Education	<ul style="list-style-type: none"> The Medical Laboratory Scientist is responsible for maintaining their own areas of skill and professional development. Participate in a CPD programme and maintain sufficient points for registration. Show a willingness to keep abreast of new developments by regular reading of journals, textbooks, attendance at courses, seminars and conferences as approved by the Microbiology Service Manager and Course and Conference Committee. Success and Development discussions are held and goals set and mutually agreed
Other Duties	<ul style="list-style-type: none"> The Medical laboratory Scientist will undertake any other duties as reasonably directed by the Section Head and Technical Lead from time to time. All duties required to be performed in the best interests of Canterbury Health are done in a competent and efficient manner.
Health and Safety	<ul style="list-style-type: none"> Must be aware of and comply to Canterbury Health NZ Health and Safety Policies and procedures. Work in a safe and healthy manner to prevent harm to themselves or others.

	<ul style="list-style-type: none"> • All procedures carried out follow the safety guidelines and procedures of the Unit. • Unsafe procedures are recognised, documented, and notified to the Section Head at the earliest opportunity. • Documented procedures in the case of an accident are complied with.
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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.

Matters which must be referred to the [Section Head Microbiology]

- Any quality errors due to staff or equipment resulting in an amended report.
- Any supply issues affecting service.
- Health and Safety events and/or near misses.
- Escalation of staff performance issues, complaints from stakeholders or disputes affecting service delivery.

Relationships

External	Internal
<ul style="list-style-type: none"> • Clients and Patients of Canterbury health laboratories • Other Laboratories • Students 	<ul style="list-style-type: none"> • Section Head Microbiology • Service Manager Microbiology • Clinical Team Microbiology • Technical Leads Bacteriology • Other staff within Microbiology Department • Other staff Canterbury Health Departments.

About you – to succeed in this role

You will have

- At least the Certificate level qualification (or equivalent) in Microbiology or have a BMLSc qualification with a major in Microbiology]

- Registration with the Medical Sciences Council of New Zealand, formally the New Zealand Medical Laboratory Science Board (MLSB), as a Medical Laboratory Scientist
- A current Practising Certificate issued by the Medical Sciences Council of New Zealand
- Be enrolled in a re-certification programme in line with the requirements of the MSC.
- The ability to maintain a high professional standard in line with the Code of Competencies and Standards for the Practice of Medical Laboratory Science (MLSB, 2018)
- Have demonstrated initiative in the field of diagnostic medical bacteriology.
- Must be client and patient focused and committed to providing a high-quality service.

You will be able to

- 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.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- 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.

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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*