

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

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.

Title	Medical laboratory Scientist
Reports to	Section Head
Location	Christchurch
Department	Immunology
Date	Fixed term until 5 th April 2028
Salary band (indicative)^I	MLS core salary scale 1-9
Children's Worker role^{II}	No

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Provide a medical laboratory science service 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	- Actively supports and participates in all aspects of training - Together with Section Head develops and maintains a conference / training plan for themselves - Appropriately challenges and addresses behaviours of team members - Together with Section Head develops and maintains a professional development plan for themselves

Routine laboratory	• Responsible for performing a variety of duties in the laboratory, including basic troubleshooting of tests and equipment relevant to the laboratory's operation. • Knowledgeable and responsible for their own operation and use of the laboratory information system to register patients, input data and access results. • Supervise and perform manual & automated assays for measuring a range of different samples • Participate with the Quality lead/Quality Group [EQG] to maintain accreditation to ISO 15189
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• 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	• 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 your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- 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
• Staff of other national and international laboratories • Service users	• Section Staff • Section Head • Clinical Scientist • Clinical Lead • Immunopathologist/s • Service Manager • Divisional Lead • Staff within CHL and 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
- The ability to maintain a high professional standard in line with the competence standards for MLS practitioners

Desired:

- Experience within a diagnostic Immunology service
- Technical experience with indirect immunofluorescent and flow cytometry.
- Experience within an IANZ accredited laboratory

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

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.

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.