

Health New Zealand Te Whatu Ora	POSITION TITLE	Medical Laboratory Scientist Biochemistry		
	DIRECTORATE	Hospital	DEPARTMENT	Laboratory
	REPORTING TO (operationally)	Laboratory Manager	REPORTING TO (professionally)	HOD Biochemistry
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<p>This role is primarily based in the Biochemistry Department of the Laboratory in Te Whatu Ora – Health New Zealand, Te Matau a Māui Hawke’s Bay.</p> <p>Staff reporting - 0 Direct 0 Indirect</p>			
PURPOSE OF THE POSITION	<p>To conduct procedures/tests and associated tasks within the Laboratory, to the highest quality standards.</p> <p>To be multi-skilled to work across a number of disciplines within the Laboratory.</p> <p>To participate in the out-of-hours shift roster across the Core laboratory.</p> <p>To follow the policies of the Laboratory as detailed in the Quality Manual.</p>			
KEY DELIVERABLES	<p><u>Clinical/Technical Practice</u></p> <ul style="list-style-type: none"> ▪ Carry out tests/procedures for laboratory specimens in accordance with validated methods, code of ethics and department protocols and Laboratory Quality Manual. ▪ To assist technical / management team in all aspects of the operations to achieve departmental & laboratory goals’ <p><u>Organisation and Management:</u></p> <ul style="list-style-type: none"> ▪ Co-ordinate and use resources (time, workload, equipment, supplies and support staff) to achieve optimum efficiency and effectiveness for laboratory services. ▪ Workload is prioritised to ensure required timeframes are met. ▪ Equipment is used and maintained to ensure continued optimum usage with problems and breakdowns identified and resolved. ▪ Supplies are maintained according to department requirements <p><u>Communication:</u></p> <ul style="list-style-type: none"> ▪ To communicate, consult, and co-ordinate appropriately to ensure that a quality service is delivered and maintain good public relations for the Laboratory ▪ Phone or face to face queries need to be handled professionally and given the appropriate prioritisation and solved. ▪ Accurate, timely and relevant advice and/or reports are provided to the laboratory manager <p><u>Professional Development:</u></p> <ul style="list-style-type: none"> ▪ Active participation in teaching/training staff members and for personal development to ensure commitment to continuing development of the laboratory service and the Medical laboratory profession. ▪ Able to teach/coach less experienced staff ▪ Complete CPD requirements for annual APC renewal <p><u>Professional Standards</u></p> <ul style="list-style-type: none"> ▪ To meet Te Whatu Ora – Hawke’s Bay’s standards (i.e. Legislative, Professional, Contractual, Ethical and Organisation) by knowing what the applicable standards are and undertaking any steps necessary to remedy shortfalls in practice and knowledge. 			
HEALTH & SAFETY RESPONSIBILITIES	<p>Te Whatu Ora – Hawke’s Bay is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>			

KEY WORKING RELATIONSHIPS	INTERNAL <ul style="list-style-type: none"> ▪ Laboratory Manager ▪ HOD Biochemistry ▪ Chemical Pathologists ▪ Laboratory HODs ▪ Laboratory Clinical Director ▪ Hawke’s Bay Hospital Laboratory Staff ▪ Quality, Health & Safety Manager ▪ Other hospital staff 	EXTERNAL <ul style="list-style-type: none"> ▪ Patients and Caregivers ▪ Clinicians ▪ Nursing Staff ▪ Other Hospital Staff ▪ GPs
DELEGATION AND DECISION	A registered Medical Laboratory Scientist works within their gazetted scope of practice	
HOURS OF WORK	80 hours per fortnight, rostered and rotating	
EMPLOYMENT AGREEMENT & SALARY	Allied, Public Health & Technical Workers MECA according to qualifications and experience	
DATE	January 2025	
EXPENDITURE & BUDGET ACCOUNTABILITY	<ul style="list-style-type: none"> ▪ 0 	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> ▪ Carry out tests/procedures for laboratory specimens in accordance with validated methods, code of ethics and department protocols and Laboratory Quality Manual 	

ESSENTIAL CRITERIA

Qualifications

- Registration with the Medical Sciences Council of New Zealand as a Scientist

Experience

- Proven experience in Biochemistry, Haematology and Transfusion Medicine is preferable, but training will be offered to the right candidate
- Highly developed communication skills.
- Ability to learn and follow protocols and guidelines precisely.

Key Attributes

- Effective communication skills
- Positive attitude with problem solving focus

Effectively Engaging with Māori

- Demonstrates the ability to engage effectively with Māori staff and patients.
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to, and demonstrates the behaviours of the health sector.

Physical requirements for role:

Te Whatu Ora - Hawke's Bay is a fair and equitable employer. As per Te Whatu Ora - Hawke's Bay commitment to the National Disability Strategy it will ensure the ongoing support, guidance and tools are provided to support people with disabilities within the workplace.

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccinations

DESIRABLE CRITERIA

Experience

- Transfusion Medicine, Biochemistry or Haematology experience
- Other core laboratory experience
- Computer and data entry experience
- Knowledge of the political, legislative or other external influences affecting the health sector



Our Vision and Values

Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.