6-	POSITION TITLE	Medical Laboratory Scientist			
HAVAVE'S DAY	DIRECTORATE	Hospital Group	DEPARTMENT	Laboratory	
District Health Board Whakawāteatia	REPORTING TO (operationally)	Laboratory Manager	REPORTING TO (professionally)	Relevant Head of Department	
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role is primarily based either in the Transfusion Medicine, Biochemistry or Haematology Department of the Laboratory in the Hawke's Bay District Health Board (HBDHB) Staff reporting - 0 Direct 0 Indirect				
PURPOSE OF THE POSITION	To conduct procedures/tests and associated tasks within the Laboratory, to the highest quality standards. To be multi-skilled to work across a number of disciplines within the Laboratory. To participate in the out-of-hours shift roster across the Core laboratory. To follow the policies of the Laboratory as detailed in the Quality Manual				
KEY DELIVERABLES	Clinical/Technical Practice 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. Organisation and Management: 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 Communication: 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 Professional Development: 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 Professional Standards To meet Hawke's Bay District Health Board'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	HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are: • 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 (You have the right to cease work if you believe that you, or others, are at risk of serious harm).				

	INTERNAL	EXTERNAL		
KEY WORKING RELATIONSHIPS	 Laboratory Manager HOD (Relevant) Hawke's Bay Hospital Laboratory HODs HBDHB Clinical Director Hawke's Bay Hospital Laboratory Staff HBDHB Laboratory Quality Coordinator Other hospital staff 	 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 per fortnight including rostered out of hours shifts			
EMPLOYMENT AGREEMENT & SALARY	Allied, Public Health & Technical Workers MECA - \$56,123 – \$80,292 according to qualifications and experience			
DATE	December 2021			
EXPENDITURE & BUDGET ACCOUNTABILITY	• 0			
SCOPE & COMPLEXITY	 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:

Nil

Vaccination status for role:

COVID-19

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.

AKINA 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.