

## Position Description

<b>Position title</b>	Medical Scientist
<b>Department / Division</b>	Division of Operations, Laboratory Services, Microbiology
<b>Classification</b>	Grade 1 Year 1 – Grade 1 Year 7 (RX1-RX7)
<b>Position reports to</b>	Operational: Principal Scientist, Microbiology Professional: Principal Scientist, Microbiology
<b>No. of direct &amp; indirect reports</b>	N/A
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville
<b>Risk category</b>	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p>

## ROLE CONTEXT

The Microbiology Laboratories, within the Department of Laboratory Services, provide a comprehensive, high quality diagnostic microbiological service to both the Royal Children's Hospital and the Royal Women's Hospital.

## ROLE PURPOSE

The Grade 1 scientist in Microbiology is responsible for performing routine diagnostic microbiological testing within any of the microbiology laboratories including Bacteriology, Microbial Serology and Molecular Microbiology. Duties may include rotating roster covering all shifts including public holidays and on call, depending on the service needs of the department for service continuity, and as directed by the Principal Scientist and Senior Scientists.

## KEY ACCOUNTABILITIES

### Laboratory

- Active participation, in laboratory rosters covering all shifts, including day, evening, weekend & public holiday and all on call rosters as per specific laboratory requirements.
- Perform routine and specialized microbiological diagnostic laboratory tests, including validation and reporting, after appropriate training.
- Perform routine maintenance and basic troubleshooting on automated and manual instrumentation and equipment.
- Participate in overall laboratory upkeep and preparation of stock reagents.
- Adherence to standard operating techniques and procedures documented in laboratory manuals
- Participate in internal and external Quality Assurance Programs as directed by senior staff.

### Training, Education, Research and Development

- Attend, participate in and successfully complete training provided by the department and the hospital as directed by senior staff.
- Participate in departmental continuing education program/s.
- Implement initiatives in consultation with the Principal Scientist/ Senior Scientist to provide continuous improvements for the laboratory.
- Participate in research and development projects under the supervision of senior staff as required.

### Communication and Teamwork

- Work in a team environment to assist in achieving the service goals and priorities of the laboratory.
- Ensure adherence to hospital confidentiality policy.
- Demonstrate support for the RCH Compact.

### Key Performance Indicators

- Ensure the performance of any duties is carried out according to the policies, procedures & technical methods as documented in the Laboratory Services Quality System.
- Ensure all duties are carried out in a team environment with respect for other members of the team.

## QUALIFICATIONS AND EXPERIENCE

### Essential:

- A Bachelor of Applied Science (Medical Laboratory Science) or Bachelor of Science or "equivalent", where equivalent includes a degree awarded by an overseas tertiary institution which is recognised by the Federal Department of Education and Training which in the case of Medical Scientists is the Australian Institute of Medical Scientists (AIMS).
- Qualify for professional scientist membership of the Australian Institute of Medical Scientists (AIMS), or the

Australian Society for Microbiology.

**Desirable:**

- A major in Microbiology &/or Molecular Microbiology.
- Previous experience of employment in a clinical microbiology pathology laboratory.
- Demonstrated knowledge of or experience within a paediatric and or obstetrics/gynecology diagnostic laboratory.
- Knowledge of ISO 15189 and its application to diagnostic pathology laboratory and medical testing.

**KEY SELECTION CRITERIA**

- Documentation of relevant qualifications - certified copy provided.
- Demonstrated relevant technical skills & knowledge.
- Demonstrated ability to perform and complete daily workstation tasks including specimen reception, with minimal supervision.
- Must be available and demonstrate flexibility in being rostered to work rotational shifts, and regularly participate in on-call duty.
- Demonstrated time management and prioritising skills in order to meet expected patient turn-around-times.
- Previous experience in paediatric and/or obstetrics/gynecology testing in a diagnostic microbiology laboratory.
- Well-developed interpersonal skills with the ability to work as a sole scientist, individually and also as a team member.
- Personal commitment to the delivery of high quality diagnostic laboratory results for appropriate patient management.
- Ability to use initiative and anticipate service requirements.
- Personal commitment to continuing education and development.
- Evidence of a client focussed and professional demeanour in the workplace.

**OTHER REQUIREMENTS**

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

**IMPORTANT INFORMATION**

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

### **RCH COMPACT**

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

### **QUALITY, SAFETY AND IMPROVEMENT**

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

**The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.**

<b>Position description last updated</b>	<b>19<sup>th</sup> May 2023</b>
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