

## POSITION DESCRIPTION

<b>Position Title:</b>	Medical Scientist
<b>Business Unit/Department:</b>	Nursing Executive
<b>Division:</b>	Nursing and Midwifery Directorate
<b>Award/Agreement:</b>	HSUA4 Medical Scientists, Pharmacists, and Psychologists
<b>Classification:</b>	Grade 2 (RY4 – RY7)
<b>Reports To:</b>	Director of Nursing and Midwifery
<b>Direct Reports:</b>	Nil
<b>Date Prepared/Updated:</b>	1 January 2025

<b>Position Purpose</b>
<p>The Grade 2 Scientist is an expert blood management resource for clinical and ancillary staff within Western Health. The Medical Scientist provides leadership and promotes the safe and appropriate management of all blood products and assists with the development and implementation of systems, procedures and guidelines to support the facilitation of safe and appropriate Patient Blood Management (PBM) within Western Health.</p> <p>This position may be required to perform work across campuses in order to support the needs of the organisation.</p>
<b>Business Unit Overview</b>
<p><i>The Blood Management Unit supports the safe and effective use of blood and blood products across Western Health.</i></p>
<b>Key Responsibilities</b>
<p>In addition to clinical activities, the Grade 2 Scientist is expected to:</p> <ul style="list-style-type: none"> <li>• Develop leadership capacity and act as a role model for Grade 1 Scientists</li> <li>• Actively contribute to the teaching and mentoring of junior/other staff</li> <li>• Maintain the highest skill set in terms of complex and specialised testing procedures. Collaborate on critical assessment and implementation of new equipment and techniques</li> <li>• Evaluation of best practice policies and procedures</li> <li>• Perform a specific set of delegated responsibilities, congruent with the direction of the Unit for accreditation, service development, or continuous quality improvement strategies</li> <li>• Demonstrate flexibility with respect to rosters, to ensure operational needs of service are met during periods of planned and unplanned staff absences.</li> <li>• Cooperative involvement in a multidisciplinary team</li> </ul>

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In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

### Key Working Relationships

#### Internal:

- Director of Nursing and Midwifery
- Divisional Director
- Clinical Service Director
- Operations Manager
- Heads of Units
- Medical staff
- Unit Manager
- Nursing staff

#### External:

- Pathology Service Providers
- Lifeblood
- Victorian DHHS and Blood Matters Program
- National Blood Authority
- Consumers, Next of Kin or Enduring Power Attorney
- General practitioners and broader Western Health Community Partners

### Selection Criteria

#### Essential

- Bachelor of Applied Science / Psychophysiology / Biomedical Science, or similar
- Significant knowledge or depth of experience in haematology/bloodbank
- Well-developed interpersonal skills, and effective written and verbal communication skills
- Ability to work collaboratively as part of a multidisciplinary team
- Highly organised, particularly with respect to time management
- Undertakes professional development activities in response to perceived learning requirements
- Ability to train and mentor junior scientists/other staff
- High level of technical knowledge and skills
- Maintains awareness of contemporary research/developments with respect to blood management
- Innovative, resourceful and adaptable to change.

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- Analytical approach to troubleshooting
- Self-motivated, enthusiastic, receptive to feedback, and willing to learn/improve skills
- Proven ability to work autonomously
- Recent haematology or blood bank experience and knowledge
- Health sector experience and knowledge of relevant legislation, policies and procedures pertinent to blood management

#### **Desirable**

- Undertaken post graduate studies in a related scientific area
- Research and clinical trials experience
- Portfolio management/senior responsibilities experience

#### **Additional Requirements**

All employees are required to:

- Obtain a police / criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

#### **General Information**

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

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*I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.*

Employee's Name: [Click here to enter the Employee's name.](#)

Employee's Signature: \_\_\_\_\_

Date: [Click here to enter a date.](#)

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