

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



POSITION DESCRIPTION

Position Title:	Medical Laboratory Scientist Grade 2 – Cytopathology (Cytology screener)
Business Unit/Division:	Northern Pathology Victoria/Diagnostic Division
Award Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2017-2021
Classification:	RX2-RY7
Employment Type:	Fixed Term – Part Time or Full Time depending on departments requirements.
Reports to:	Principal Scientist Anatomical Pathology
Date Prepared/Updated:	April 2026

ROLE STATEMENT

General Role Statement:

Scientists are responsible for partaking in diagnostic test within the Cytopathology department in accordance with Northern Pathology standards, policies and procedures.

This position would suit a cytopathology scientist with experience in performing primary screening and will contribute to the high-quality work, accurate, and timely workload. Responsible for partaking in all aspects of cytopathology including, but not limited to, non-gynaecological cytology screening, issuing reports for pathologists, attending and performing ROSE at radiological guided FNA, EUS and EBUS procedures, and performing specimen processing, including specimen registration, slide preparation and staining. Participating in a rotating roster with a variety of shifts including mornings, afternoons and weekends based on the department's requirements may form part of this position.

This position is responsible for:

This position is responsible for performing the following specific duties:

- Perform registration of patients and specimens into the hospital/laboratory IT systems, ensuring specimen triage in accordance with clinical urgency, specimen fragility and processing pathways.
- Ensure any discrepancy in patient or specimen information discovered during registration, preparation or screening are investigated and reported accordingly.
- Partake in preparation and processing of all cytology specimens received in the laboratory.
- In collaboration with the Senior Scientist, take responsibility for supervising the quality of specimen preparation performed by technical staff, scientist and trainees.
- Provide Rapid Onsite Evaluation (ROSE) at radiological guided FNA, EUS, EBUS or other procedures to assess specimen adequacy.
- Maintain familiarity with ancillary tests associated with cytopathology specimens including any special collection or processing requirements.
- Liaise with staff from other pathology units to ensure appropriate handling of shared specimens.
- Perform routine and special staining techniques using documented methods and appropriate controls.
- Ensure efficient planning and prioritising of individual workload in accordance with screening protocols.

- Perform primary screening of cytological slide preparations, working within departmental procedures and applying accepted screening guidelines.
- Prepare screening reports on microscopic findings for pathologist.
- Assist in external QAP and histology cytology correlations.
- Respond to telephone enquiries from clinicians and liaise with external departments on appropriate procedures for the procurement, handling, storage and transport of cytology specimens.
- Perform appropriate operation of laboratory equipment, including maintenance of reagents, and completing maintenance records to ensure optimal specimen preparation and compliance with the laboratory guidelines.
- Partaking in continuous education programmes and laboratory development in addition to undertaking QC and QAP, when specified by the senior scientist, delivering an ISO 15189 compliant service.
- Undertake clerical duties as required, including updating patient or laboratory records to ensure compliance with audit and quality improvements, undertake record and slide archiving.
- Assist in the training and mentoring of scientist, technicians, pathology registrars and students.
- Undertake supervisory responsibilities of the cytopathology laboratory in the absence of the Grade 3 cytopathology scientist.
- Aid the histopathology laboratory in routine duties including embedding, microtomy, and staining when required.

All employees:

Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Laboratory

- Perform duties in a manner that ensures the highest standards of excellence are maintained for the delivery of patient care.
- Ensure all tasks are conducted in accordance with established operating procedures as defined in relevant technical, procedure and policy documents (manuals).

- Take professional care and assume responsibility and accountability for patient's specimens referred to the laboratory.
- Handle specimens at all times in a manner that preserves diagnostic viability of precious samples and that maintains specimen identity, integrity and diagnostic value.
- Maintain at all times the accuracy of specimen & patient identification throughout laboratory processing and testing procedures.
- Maintain high standards of cleanliness of all laboratory work areas and the equipment associated with them.
- Operate, calibrate, perform preventive maintenance on, and troubleshoot laboratory instrumentation used within the unit.
- Have familiarity with manufacturer's user documentation and operate all equipment in accordance with manufacturers operating procedures and local standard operating procedures

Quality

- Maintain and ensure security of all data, including document retention and archiving.
- Ensure the inclusion of appropriate controls in all relevant protocols and the validation of all technical procedures. Maintain notes and records on all testing and experiments associated with verification/validation studies and method development.
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- Provide feedback to senior staff on the need for new or revised documentation of technical instructions, procedures, or policies if an error, omission or misinterpretation observed or experienced.
- Participate in self-education activities, internal & external training courses, and in clinical and scientific meetings.
- Comply with any continuing professional development requirements necessary to maintain competency

Safety

- Ensure ongoing familiarity with laboratory safety principles and hospital emergency procedures.
- Performs tasks mindful of appropriate safety implications, including handling fresh specimens, storage and handling of flammable, hazardous and toxic reagents, handling of sharps, and safe use of equipment.
- Complete required workplace culture and equity training, fire and emergency training and all other online annual training

Leadership

- Aid and assist students and staff members to provide an educational and inclusive environment at NPV.

Diversity and Inclusion

- Conduct self in a way that is respectful of others
- Support achievements, training and events that promote diversity, inclusion and gender equity.

Innovation and Culture Change

- Ensure a culture of continuous improvement and ongoing professional development.
- Foster an environment for innovation and enables an empowering environment where colleagues can be themselves.
- Promote a culture of kindness, psychological safety and togetherness amongst the team.
- Displays an innovative mindset and a can-do attitude.

SELECTION CRITERIA

Qualifications, Registrations and Qualities

Essential

- A degree in Biological Science (Medical Science) or equivalent. Overseas qualifications must be Australian Institute of Medical Scientists (AIMS) assessed.
- **All Key Personnel under the *Aged Care Act 1997* and related legislation, must complete an annual Key Personnel Suitability Assessment, notify MyChecks@nh.org.au within 14 days of any change in their suitability circumstances, and provide Northern Health with required documentation (e.g. police checks, statutory declarations) to support ongoing record-keeping obligations – added is if required from front page**

Desirable

- Specific post-graduate qualifications in cytopathology such as CTASC and/or CTIAC

Experience

- Demonstrated experience in non-gynaecological primary screening
- Previous work history in a diagnostic cytopathology laboratory.
- Demonstrated experience in non-gynaecological specimen preparation.

Previous experience must be directly related to this position and provide particular knowledge, skills and abilities to successfully perform the duties required.

Desirable

- Experience in ROSE of radiological FNA, EBUS or other procedures.
- Experience with liquid based cytology practices.
- Experience in routine Histopathology techniques and procedures.

Knowledge, Skills and Behaviours

- Excellent verbal and written communication skills
- Adaptable to a fast-changing environment.
- Ability to work both independently and as part of a team.
- Organizational, problem solving, and time management skills.
- Continue to perform at a high level and efficiently while under pressure.
- Ability to adhere to established procedures
- Accountable attitude and work ethic.
- Embraces skill extension, innovation and change.
- High attention to detail with a determination to see tasks through to completion.

Employee Declaration

I have read, understood and accept the above Position Description.
(Please print name)

Signature:

Date: