

Position Description

Laboratory Technician

| | |
|----------------------------------|--|
| Classification: | Allied Health |
| Business unit/department: | Pathology - Microbiology |
| Work location: | Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify) |
| Agreement: | Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 |
| Employment type: | Fixed-Term Full-Time |
| Hours per week: | 38 |
| Reports to: | Prue Waters |
| Direct reports: | Nil |
| Financial management: | Budget: |
| Date: | October 2025 |

Position purpose

Medical Laboratory Technicians in Microbiology are expected to be proficient in all areas of the laboratory with the ability to assist in providing a broad range of relevant laboratory services.

The expected competencies and scope of practice of this position is consistent with the 2009 Competency Based Standards and the Scope of Practice of the Workforce of the Pathology Laboratory (both documents produced by the Pathology Advisory Council).

About the Directorate/Division/Department

Austin Health Pathology is committed to providing high quality patient care through routine and complex diagnostic services, expert advice and support for teaching and research. Microbiology utilises state of the art automation and technologies as well conventional manual methodology to generate clinically valuable information for diagnosis and treatment of infections.

Position responsibilities

- Demonstrate knowledge in principles of laboratory Microbiology, Bacteriology, Mycobacteriology, Mycology and Infection Control.
- Participate in the development and use of new technologies including Kiestra WCA, MALDI-ToF MS, antimicrobial resistance testing and molecular diagnostics.
- Provide basic technical advice on Microbiology principles to staff.
- Train and supervise technical staff as required
- Work with the senior scientists/in-charge to develop training and competency assessments for technical staff
- Process all specimen types both on automated system (Kiestra, Urine analyser, Blood culture or other) and manually.
- Demonstrate analytical problem solving and corrective action implementation.
- Adhere to documentation and management of operating procedures and methods in accordance with both the Austin Pathology Quality System and accreditation requirements.
- Participate in R&D projects, including presentation / publication of results
- Manage reagents, consumables and other inventory, to ensure provision of service with regard to budgetary constraints.
- Maintain training, performance and competency levels with respect to documented laboratory methods, procedures and policies.
- Attend, and participate in, continuing education programs within Microbiology.
- Assist with the maintenance and quality control of various automated systems and equipment across the laboratory
- Perform quality control testing and documentation
- Prepare laboratory media and maintain and perform the various stains used within the laboratory
- Decontaminate, prepare and sterilise laboratory equipment including glassware, reagents.
- Decontaminate and dispose of laboratory waste
- Maintain a clean laboratory work area
- Perform all duties as outlined in the Laboratory Technician's/Assistant's duties lists
- Available to participate in a 24/7 roster as required, including participation in weekday, weeknight, overnight, weekend and public holiday rosters

Selection criteria

Essential skills and experience:

Commitment to Austin Health values: Integrity, Accountability, Respect and Excellence.

- Relevant qualification, demonstrable Microbiology knowledge and experience processing specimens in Microbiology (preferably Medical Microbiology) Laboratory.
- Ability to work both independently, and in a team environment with good interpersonal and communication skills.
- Demonstrable time management skills with an ability to prioritise and cope with stressful and emergency situations.
- Ability to cope with change.
- Competent using a range of relevant computer software.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

Desirable but not essential:

- Experienced using Auslab LIMS
- Experience operating Microbiology Laboratory Automation (eg Kiestra WCA, MALDI-TOF, Urine analyser, Blood culture system, Vitek antibiotic susceptibility test set-up, BD MAX PCR, GeneXpert PCR etc)
- Experience preparing microbiological media
- Commitment to further professional development including APACE registration and membership of relevant professional societies

Professional qualifications and registration requirements

- Certificate or Associate Diploma of Applied Science (Medical Laboratory) or,
- Certificate, Diploma or Advanced Diploma in Laboratory Technology or Laboratory Operations
- Equivalent to above.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future