

Position Description

Medical Laboratory Technician- Anatomical Pathology

Classification:	Grade 1: BU1 - BU8
Business unit/department:	Anatomical Pathology
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Allied Health Professionals Enterprise Agreement 2021-2026
	Choose an item.
	Choose an item.
Employment type:	Full-Time
Hours per week:	40 + ADO
Reports to:	Principal Scientist, via Gr 3 Supervisor

Austin Health acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

A Medical Laboratory Technician is expected to be able to demonstrate competence in routine Histology, Cytology preparation and have a good understanding of Immunohistochemistry. They must be able to co-ordinate their workload appropriately as well as attending to urgent samples and frozen sections. They must be able to work confidently, efficiently and independently.

About the Directorate/Division/Department

Austin Pathology is a department of Austin Health and provides service to not only Austin Health and the Mercy Hospital for Women, but also to numerous GPs and Specialists in the community and acts as a preferred referral laboratory for many complex diagnostic and research tests.

Austin Pathology is committed to providing high quality patient care through routine and complex diagnostic services, expert advice and support for teaching and research.

Austin Pathology is an accredited laboratory with the National Association of Testing Authorities Australia (NATA), the Royal College of Pathologists of Australia (RCPA), National Safety and Quality

Health Services Standards (NSQHS), National Pathology Accreditation Advisory Council and Medicare Australia, supported by a network of Collection Centres at hospital sites and within the community.

Austin Pathology is managed by the Pathology Executive (PE) which includes the Director and Medical Director of Pathology, Director of Anatomical Pathology, Senior Staff and Business Manager. This group is responsible for both the service and business aspects of the Pathology Service and is directly responsible to the CFO of Austin Health.

Austin Pathology plays a major role in providing teaching and research expertise and facilities to Austin Health and the wider community. Formal lectures, tutorials, seminars and job training are provided to both post graduate and undergraduate students from The University of Melbourne and RMIT. In house research and development, collaborative projects, and clinical trials make up the bulk of the research activities.

Austin Pathology encourages and fosters research according to the Research and Development Policy of the Pathology service. All projects conducted within Pathology, or using any Pathology resources, are reviewed by the relevant Research Reference Group before being considered for approval. No research or development is to be conducted without prior approval.

The major areas of expertise of Austin Pathology include molecular diagnostics for infectious diseases and human somatic mutation detection and monitoring, thrombophilia testing, protein chemistry, neuropathology, hepatopathology and isolation and identification of antibiotic resistant pathogenic organisms.

Austin Pathology seeks to maintain its position at the cutting edge of Pathology analytical and clinical services. The Department constantly reviews and updates testing methodologies, instrumentation and work practices, as well as monitoring result turnaround times and other key performance indicators.

Position responsibilities

Role Specific:

- Perform routine technical duties in Histology including tissue processing, embedding, microtomy, specimen reception and Frozen sectioning as well as other tasks as determined by the senior scientist.
- Cytology preparation of gynaecological and non gynaecological samples and FNA attendance
- Basic operation including loading and unloading of automated IHC and Special staining instruments.
- General laboratory tasks such as housekeeping, maintenance, clerical activities, data entry and specimen transport duties.
- Maintain an up-to-date knowledge applicable to the relevant field and participate in internal and external continuing education activities.
- Keep records in accordance with NATA, HIC, NPAAC and other relevant guidelines.
- Participate in training and education activities
- Work at all Austin Pathology laboratories as required.
- Work any current or future shifts.



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**We bring
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All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time.
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

Selection criteria

Essential Knowledge and skills:

- Certificate or Associate Diploma Applied Science(Medical Laboratory) a Certificate, Diploma or Advanced Diploma in Laboratory Technology or Laboratory Operations, or equivalent.
- Relevant experience and/or understanding of the work performed in an Anatomical Pathology laboratory.
- Good communication skills.
- Demonstrated ability to cope with continuous change.
- A strong work ethic.
- Ability to prioritise and cope with stressful and emergency situations.
- Ability to work independently, with minimal supervision.

Desirable but not essential for Performance in the Position

- Previous Histology or Cytology experience

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



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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.
- 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.



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