

Position Description

Position Title: Medical Scientist Grade 2

Classification:	RY4-RY7
Business unit/department:	Pathology
Work location:	Other ☒ Mildura Base Public Hospital
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
	Choose an item.
	Choose an item.
Employment type:	Casual
Hours per week:	As Required
Reports to:	Principal or Senior Scientist
Direct reports:	Laboratory Manager
Financial management:	Budget
Date:	October 2025

Position purpose

This is a Casual Pathology Scientist position performing diagnostic testing, located at our Mildura Base Public Hospital laboratory.

About the Directorate/Division/Department

Austin Health is one of Victoria's largest health care providers. We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Austin Health Pathology is a department of Austin Health and provides service to not only Austin Health and the co-located Mercy Hospital for Women, but also to numerous GPs and Specialists in the metropolitan and regional community.

Austin Health Pathology is currently expanding into the Hume, Loddon Mallee and Goulburn Valley areas of regional Victoria, with laboratories in Shepparton, Mildura, Echuca and Swan Hill, and a point-of-care network including Castlemaine, Kerang, Kyneton, Seymour, Kilmore, Cohuna and Kyabram.

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.

Austin Health 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.

The Department is managed by a Pathology Executive. This group is committed to providing comprehensive laboratory testing in a manner consistent with the needs of a university teaching hospital and the strategic directions 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 Health at the Heidelberg Campus provides a full pathology service including Anatomical Pathology, Biochemistry, Blood Transfusion, Haematology, Microbiology and Molecular Diagnostics. Regional Austin Health pathology services are core laboratories with Biochemistry, Blood Transfusion, Haematology and Microbiology services.

Position responsibilities

Role Specific:

- Perform, read and interpret laboratory procedures, tests and assays
- Operate and maintain laboratory equipment as per laboratory procedures; including but not limited to validation, verification, calibration, preventative maintenance, safety protocols and Quality Control
- Participate in external Quality Assurance Programs
- Comply with Pathology Quality Management; including, but not limited to, reporting of Quality Incidents and Quality Improvements, document acknowledgement
- Maintain training and competency levels in accordance with documented laboratory methods, procedures and policies
- Participate in the training and education of scientific and technical staff
- Maintain relevant scientific and technological knowledge and skills, including attendance at relevant seminars, lectures and conferences and monitoring relevant scientific literature
- Assist in the preparation and maintenance of documentation required in the laboratory for methods, procedures and processes
- Be aware of, and comply with, NPAAC and NATA standards and other relevant standards and guidelines
- Participate in shift and on-call roster(s) as per relevant department(s)
- Deputise for Grade 3 Scientist when required
- Demonstrate experience and competence to make independent analytical decisions in the performance and understanding of a wide range of diagnostic tests or procedures or of complex tests



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- Demonstrate ability to provide professional advice within and/or outside the laboratory on appropriate scientific/clinical matters
- Demonstrated ability to critically assess and evaluate new equipment, instruments, pathology products or methods
- Mentor and/or train undergraduate and graduate scientific staff within laboratory protocols
- Represent Austin Health Pathology on scientific/clinical committees or working groups
- Demonstrate commitment to further education and ongoing professional development, which may include attendance at scientific meetings and activities recognised through the Australian Institute of Medical Scientists, or equivalent professional body
- Other duties as required by Senior Scientist, Laboratory Manager, Principal Scientist, Operational Manager or Medical Consultant

Selection criteria

Essential skills and experience:

- Ability to work independently with minimal supervision, and as part of a team
- Ability to prioritise and to cope with stressful and emergency situations
- Ability to cope with continuous change
- Use of Microsoft Office, and other IT systems
- Professional approach to enhance patient care and provision of pathology services
- Minimum 8 years' experience in a relevant medical pathology laboratory
- Sound knowledge of Quality Control and Quality Assurance processes
- Knowledge of the Accreditation requirements in a medical laboratory
- Demonstrated technical expertise in a wide range of analytical instruments and procedures

Professional qualifications and registration requirements

- Bachelor of Laboratory Medicine degree, or alternative/equivalent science degree recognised by AIMS, AACB, AAM or ASC

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.



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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.
- 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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