### Medical Scientist (Staff Grade) – Haematology/Blood Transfusion

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<tr>
<th>Job Title and Grade</th>
<th>Medical Scientist (Staff Grade) Haematology/Blood Transfusion Specified Purpose Contract.</th>
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<tr>
<td>Closing Date</td>
<td>31st Dec 2015</td>
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<tr>
<td>Taking up Appointment</td>
<td>Successful candidates will be required to take up duty at the earliest possible date.</td>
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<tr>
<td>Location of Post</td>
<td>Connolly Hospital, Blanchardstown, Dublin 15</td>
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<tr>
<td>Organisational Area</td>
<td>RCSI Hospital Group</td>
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| Details of Service  | • The Haematology/Blood Transfusion Laboratory in Connolly Hospital is highly automated and computerised, providing a comprehensive analytical service to the Hospital and to Primary Care in the catchment area.  
• Testing is provided in the areas of Clinical Haematology, Coagulation and Blood Transfusion.  
• The Haematology/Blood Transfusion service has a key role in the diagnosis, treatment and monitoring of acute and chronic disease states |
| Reporting Relationship| □ Reporting to the Chief Medical Scientist, Haematology/Blood Transfusion and Laboratory Manager.  
□ Responsible to Consultant Haematologist |
| Purpose of the Post | □ The purpose of the post is to provide a high quality diagnostic haematology and blood transfusion service |
| Principal Duties and Responsibilities | Scientific / Professional |

**The Medical Scientist (Staff Grade) will:**
- Maintain awareness of the primacy of the patient in relation to all hospital activities
- Perform to the highest professional standards and participate in implementing a service that supports the clinical needs of patients and is consistent with the mission, vision, values and strategic plan of the HSE
- Demonstrate behaviour consistent with the values of the profession of Medical Scientist
- Participate in the implementation of operational processes to standards of best practice in order to optimise use of resources
- Liaise with other health care professionals as appropriate
- Be responsible for the quality of their work and carry out their duties in accordance with hospital policy
- Perform analytical testing appropriate to a Haematology/Blood Transfusion laboratory
- Perform all activities related to the receipt, analysis and reporting of laboratory specimens
- Actively participate in quality management programmes which are patient centred and which measure and audit performance and client satisfaction
- Perform assigned work to the highest professional standard in accordance with ISO 15189, and laboratory SOPs
- Ensure that procedures are carried out in compliance with international and national guidelines and actively participate in internal and external quality control and quality assurance
- Report all anomalies, near misses, non-conformances, incorrect results immediately to appropriate senior staff
• Ensure all policies in relation to record keeping are followed
• Observe the strictest confidence when dealing with all aspects of patient or hospital information
• In co-operation with the Consultant Heads of Department, Chief Medical Scientist and other designated senior staff, participate in the introduction of new ideas and methods according to HSE policy
• Participate and co-operate in evaluating and validating equipment, consumables and research and development projects
• Carry out the Major Emergency Plan for isolated incidents of multiple trauma as required by hospital policy.

Health & Safety
The Medical Scientist (Staff Grade) will:
• Implement agreed policies, procedures and safe professional practice and adhere to relevant legislation, regulations and standards
• Work in a safe manner with due care and attention to the safety of self, patient and others
• Be aware of risk management issues, identify risks and take appropriate action; report any adverse incidents or near misses
• Assist and cooperate with senior staff in procedures aimed at accident prevention in the Laboratory
• Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty
• Report any malfunctions or defects in equipment or any such suspicions immediately to the Senior Medical Scientist / Chief Medical Scientist
• Have a working knowledge of HIQA Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.

Education & Training
• Participate in mandatory training programmes
• Take responsibility for, and keep up to date with current practice by participating in continuing professional development
• Maintain an up-to-date personal training / retraining record in accordance with laboratory policy
• Engage in performance review processes including personal development planning as per laboratory policy
• Facilitate arrangements in the laboratory area for educating and training scientific, medical personnel and others as appropriate
• Co-operate fully with the implementation of new procedures, technologies and IT systems

Administrative
The Medical Scientist (Staff Grade) will:
• Actively participate in the improvement and development of services by liaising with Senior Medical Scientists / Chief Medical Scientist
• Be familiar with and duly implement all documented procedures and policies
• Participate as required in the registration, custody and stock monitoring of materials held in the laboratory
• Participate in the provision of appropriate statistical and management information
• Make the most effective use of information technology for both patient care and administrative support
• Represent the department at meetings and conferences as designated
• Promote a culture that values diversity and respect in the workplace
• Keep up to date with organisational developments within the Irish Health Service

The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.
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<th>Eligibility Criteria</th>
<th>Candidates must, on the latest date for receiving application forms for the office:</th>
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<tr>
<td>Qualifications and/or experience</td>
<td>1. (a)</td>
</tr>
<tr>
<td>(i) Possess a Bachelor in Science (Applied Science) Honours degree (Biomedical option) from the University of Dublin/Dublin Institute of technology, Kevin Street</td>
<td></td>
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<tr>
<td>Or</td>
<td>(ii) Possess a Bachelor in Science Honours degree in Biomedical Science from the joint University College Cork - Cork Institute of Technology course</td>
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<tr>
<td>Or</td>
<td>(iii) Possess the Diploma in Medical Laboratory Sciences of the Dublin Institute of Technology, Kevin Street or the Cork Institute of Technology awarded prior to 1994</td>
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<tr>
<td>Or</td>
<td>(iv) Possess the Certificate in Medical Laboratory Sciences of the Dublin Institute of Technology, Kevin Street or the Cork Institute of Technology or the Galway/Mayo Institute of Technology (awarded prior to 1997)</td>
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<tr>
<td>Or</td>
<td>(v) Possess a recognised qualification at least equivalent to (i) or (ii) above</td>
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<tr>
<td>And</td>
<td>(b) Possess membership of, or be eligible for membership of the Academy of Medical Laboratory Science (MAMLS) or prior to 1997, possess or be eligible for associate membership of the Academy of Medical Laboratory Science (AMAMLS)</td>
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<tr>
<td>And</td>
<td>(c) Possess the requisite knowledge and ability (including a high standard of suitability) for the proper discharge of the duties of the office.</td>
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<tr>
<td>Health</td>
<td>A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</td>
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<tr>
<td>Character</td>
<td>Each candidate for and any person holding the office must be of good character</td>
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<tr>
<td>Age</td>
<td>Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.</td>
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Post Specific Requirements

Demonstrate significant post qualification experience in a Clinical Haematology/Blood Transfusion Laboratory. Demonstrate an in-depth knowledge of Clinical Haematology/Blood Transfusion

Skills, competencies and/or knowledge

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<tr>
<td>• Demonstrate evidence of theoretical and practical knowledge of Clinical Haematology and Blood Transfusion</td>
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<tr>
<td>• Demonstrate Up-to-date knowledge of best practice in delivering a Quality Laboratory Service and awareness of the requirements of ISO 15189.</td>
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<tr>
<td>• Demonstrate evidence of computer skills and a willingness to develop IT skills relevant to the role</td>
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<tr>
<td>• Demonstrate commitment to continuing professional development</td>
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Communications Skills

• Demonstrate effective communication skills including the ability to present information in a clear and concise manner.

Team Skills

• Demonstrate effective team and interpersonal skills
• Demonstrate motivation and an innovative approach to job and service developments.

Planning & Organising Skills

• Demonstrate evidence of effective planning and organising skills.
• Demonstrate the ability to manage self in a busy working environment
• Demonstrate the ability to evaluate information, solve problems and make effective decisions.
• Demonstrate the ability to identify and resolve system failures and anomalies
• Demonstrate flexibility and openness to change

Other requirements specific to the post

In line with HSE HR Circular 19/2008 candidates will be required to provide evidence of appropriate checks for Hepatitis B (surface antigen negative or, if positive, e-antigen negative with a viral load of 104 genome equivalents/ml or less) and Hep C (antibody negative or, if positive, negative for Hep C RNA). These checks need to be completed and confirmed as satisfactory before appointment will be made to a post whose duties involve Exposure Prone Procedures (EPPs).

Code of Practice

The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE’s review process is available in the document posted with each vacancy entitled “Code of Practice, Information for Candidates”.

Codes of practice are published by the CPSA and are available on www.hse.ie/eng/staff/jobs in the document posted with each vacancy entitled “Code of Practice, Information for Candidates” or on www.cpsa.ie. The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed. This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.