

Terms of Reference

PACIFIC TECHNICAL ASSISTANCE MECHANISM 2 (PACTAM2)

Adviser Title	Chief Pathologist
PACTAM2 Partner Organisation	National Health Services Laboratory
Duration	36 months
Location	Apia, Samoa
Adviser Type (LTA or STA)	LTA
Adviser Remuneration Framework (ARF) level	C4
Aid Investment Plan or Partner Government's national/sectoral priority	Samoa Aid Investment Plan: Priority outcome 2
Primary capacity development role (check appropriate box, with reference to below)	<input type="checkbox"/> In line <input checked="" type="checkbox"/> Supplement capacity <input type="checkbox"/> Facilitate capacity
<p>Capacity Development Emphasis: <i>Minor / Indirect - the Adviser will be substituting for an existing or proposed in-line position, with minimal expectation of direct capacity building activities.</i></p> <p><i>Moderate – the Adviser will be directly supporting in-line staff member/s or team as well as helping the individual/s to increase their own job skills, knowledge and awareness - there is an expectation of supplementing capacity</i></p> <p><i>Major – the Adviser's primary purpose is to work with staff/teams in a training, mentoring, and/or facilitating way – there is significant expectation of implementing capacity building activities.</i></p>	

Purpose

The main responsibilities for the Chief Pathologist will be to work across the Samoa National Health Services Laboratory, performing or supervising pathology services and building the capacity of local staff in pathology services.

Background

PACTAM2 is an Australian Government initiative funded through its official aid agency, the Department of Foreign Affairs and Trade (DFAT), and managed by Scope Global. It places highly skilled Technical Advisers in Partner Government organisations across 12 Pacific Island countries.

The position Chief Pathologist, Samoa will be based in the National Health Services Laboratory, which is the only clinical diagnostic lab in Samoa. The lab is located at the Tupua Tamasese Meaole Hospital (TTMH) in Apia, with a smaller lab at the Malietoa Tanumafili II Hospital (MTII) in Tusivi Savaii.

Tupua Tamasese Meaole hospital is a 200 bed hospital which provides primary, secondary and tertiary healthcare facilities in addition to offering a range of specialist medical services, surgery and outpatients clinics. It is a teaching hospital, the only one in Samoa.

Sections within the lab include:

- Blood bank
- Mortuary
- Microbiology
- Serology
- Histology/cytology
- Biochemistry
- Haematology
- Phlebotomy/reception

Histology and Cytology is only available at the TTMH. This section has all the equipment for processing of specimens as well as camera installed microscopes. The basic stain of Haematoxylin & Eosin (H&E) and Special Stains of PAS and Giemsa are currently available. The specimens which needed ImmunoHistoChemistry (IHC) stain are referred to New Zealand for the time being while the management is currently in the process to acquire IHC stains and the relevant equipment for it.

There are currently 30 technical staff in TTMH and four supporting staff, while there are two technical staff the MTII Hospital Lab.

Australia's Health Security Initiative for the Indo-Pacific

In October 2017, the Minister for Foreign Affairs launched the Indo-Pacific Health Security Initiative to contribute to the avoidance and containment of infectious disease threats with the potential to cause social and economic harms on a national, regional or global scale. The Initiative is funded at \$300 million over five years and aims to:

- promote global and regional cooperation
- catalyse international support
- capitalize on Australia's strengths
- accelerate access to new products

The Initiative is implemented by the Indo-Pacific Centre for Health Security. Based in the Department of Foreign Affairs and Trade, the Centre brings together expertise from relevant Australian government agencies on infectious diseases of humans and animals, public health research, and international development.

An independent, high level health security scoping team visited Apia, Samoa in March 2018 on behalf of the Indo-Pacific Centre for Health Security (CHS), the area within Australia’s Department of Foreign Affairs and Trade (DFAT) tasked with implementing the Initiative. The purpose of the visit was to: consult with senior Government of Samoa (GOS) officials and health program managers to: share information about the Initiative; assess Samoa’s health security priorities and its capacity to address them; and identify options for Australian support through potential multi-country and regional activities. The scoping team noted the lack of a pathologist for Samoa and highlighted the importance of this position to strengthening health security in Samoa.

This assignment is aligned with the Aid Investment Plan in Samoa Priority two to progress health and education outcomes by improving the quality of health systems including health information.

The adviser will be required to keep themselves fully up-to-date with their relevant area of practice. Professional or study leave can be negotiated to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs. Applicants will be required to have medical malpractice and liability insurance.

The NHS will provide a designated room for the pathologist with desk and computer. The main counterpart will be the pathology senior registrar (pathologist in training); as well as the manager of Clinical Services, and manager of Laboratory services.

Placement objectives	Core functions
<p>1. Clinical oversight</p>	<ul style="list-style-type: none"> • Work across the Samoa National Health Services Laboratory, performing or supervising pathology services consistent with the pathologist’s scope of training and registration, and other diagnostic collection techniques, reporting cases, and conducting clinical meetings and case discussions. • Provide leadership in AMR surveillance and antimicrobial stewardship; provide consultations concerning interpretation of laboratory tests; and initiate new diagnostic methodologies and technologies as appropriate, including diagnostics for new and re-emerging pathogens • Responsible for appropriate analysis and reporting of Histology and Cytology clinical specimens, surgical pathology and anatomical consultations with physicians. • Responsible to promote acceptable Laboratory methods and best practices, expected Quality driven service guidelines including the prompt reporting of results and monitoring of practice standards.

	<ul style="list-style-type: none"> • Perform hospital autopsies as desired by the Hospital Authority. Attend the Courts for deposition as desired by the Coroners • Have medical oversight for all the patients (inpatients and outpatients) cared for in the unit. • Work with the Manager of Laboratory to ensure the proper functioning of the department, including preparing an annual review plan.
2. Clinical Governance	<ul style="list-style-type: none"> • Participate in all clinical governance activities, including clinical audit, clinical effectiveness, risk management, quality assurance and quality improvement activities. • Oversee or co-ordinate Samoa's participation in the Pacific Public Health Surveillance Network (PPSHN) LabNet. Facilitate laboratory twinning arrangements between Australian and Samoan laboratories to provide training opportunities for local staff.
3. Capacity building	<ul style="list-style-type: none"> • Provide leadership to promote the interest and development of the unit through strategic planning, ensuring cohesion of the overall functions of the unit by working effectively with internal and external stakeholders while always maintaining positive interpersonal relationships. • Provide direct supervision of laboratory staff, and will be responsible for the efficient management of the Histology/Cytology and Mortuary Services. • Teach and mentor approximately 35 locally engaged staff will be an integral part of everyday clinical activity. A key outcome of this position is to increase local capacity through shadowing, mentoring and clinical discussions. The position-holder should have experience in training medical laboratory scientists and pathology trainees
4. Health and Safety and Infection Control	<ul style="list-style-type: none"> • Ensure that all duties and responsibilities of this post are carried out in compliance with the local work health and safety requirements, but also to Australian standards. • Contribute to the strengthening of current infection control policies and procedures. The position-holder should ensure that they and the staff for whom they are responsible: <ul style="list-style-type: none"> ○ Decontaminate their hands prior to and after direct patient contact or contact with the patient's surroundings. ○ Attend any infection control training provided for them by the Ministry of Health ○ Consider the need to isolate themselves from patients in the event that they develop an

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	infection (other than common colds and illness) that may be transmittable to patients.
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Accountability and working relationships

The Chief Pathologist Adviser will be accountable to and managed by General Manager, National Health Services on management-related matters and within the management structures overseen by the Manager Laboratory Division and Manager Clinical Services. Pending endorsement from the NHS GM, the position-holder may act as Manager of Laboratory Division in the absence of and in liaison with the Manager Laboratory, and the Laboratory section leaders.

The Adviser will be required to work closely with health authorities in Samoa, both statutory and internal, accepting that the resources available are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with local health authorities. The Adviser will undertake the administrative duties associated with the care of their patients, and the running of their clinical service.

The Adviser will provide annual workplans, report on activities each month, and a final report on completion of the assignment.

The counterparts for this position will be the Manager of Clinical Services, Manager of Laboratory Services and the Pathologist in training who is currently completing a Masters degree at the Fiji National University. The Adviser may also be in regular contact and engage in clinical discussions with medical doctors and clinical staff, and may sit in the Heads of Units meetings.

Key selection criteria

All PACTAM2 Advisers are expected to

- Demonstrate effective interpersonal skills and the ability to work and communicate effectively and respectfully across cultures
- Foster empowerment and sustainability
- Adhere to Scope Global and DFAT policies

Essential

Qualifications

- Candidates must have qualifications suitable for registration as a medical practitioner with the Samoa Medical Council (such as a medical degree from an Australian institution)
- Eligible for Medical registration with the Australian Health Practitioner Regulation Agency (AHPRA) or equivalent
- Post-graduate specialty qualifications in general pathology, including anatomical pathology and microbiology, recognised by the Royal College of Pathologists (Australasia)
- Anatomical/surgical pathologist most preferred, but the clinical/general pathologist is considered as well

Skills, experience, knowledge

- At least 10 years as a medical practitioner, inclusive of general and specialist practice.
- Experience in running a hospital clinical practice including financial and human resource management.

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- Experience in a developing country context, managing within limited resources.
- Evidence of ability to make decisions at consultant level and to manage complex clinical problems. Ability to work without clinical supervision.

Leadership

- Excellent leadership skills. Evidence of ability to lead a clinical team at the level of a consultant.
- Knowledge of managerial leadership including goal and aim setting, developing clear expectations, and methods to review staff progress that builds capability and accelerates quality improvements.

Organisation and management skills

- Effective administrative and time management skills.
- Experience with methods, tools and measurements for quality improvement to improve work processes and frameworks.

Professional - extra skills or achievements

- Evidence of significant contribution to successful teamwork

Communication and interpersonal skills

- Good spoken and written English. Highly developed communication and interpersonal skills. Computer literacy.
- Excellent written and verbal communication skills necessary for explaining complex situations to professionals and non-professionals

Teaching and training skills

- Experience of formal and informal contributions to teaching and training.

Clinical governance

- Evidence of effective and sustained contribution to clinical governance, clinical risk management and clinical audit activities
- Willingness to acquire knowledge of the Samoa Public Service Act, Health Act, hospital policies and guidelines, and the National Health Service Act 2014

Health and well being

- This position is based in a developing country and may require travel and work in remote locations. Sound physical and mental health is required. Applicants will be requested to undergo a medical assessment.

Special conditions

Scope Global recruitment practices operate under equal employment opportunity principles and laws. We encourage all appropriately qualified and experienced people to apply regardless of their sex, age, race, ethnicity, physical ability or beliefs.

We require all Advisers to:

- (a) comply with the terms and conditions of the PACTAM2 Adviser Service Agreement including completing a police check, undergoing a medical examination, and attending a pre-departure briefing.
- (b) comply with DFAT safeguard policies and any other policies specific to their placement.

Date Terms of Reference Finalised

November 2018

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