



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Medical Laboratory Technologist 1, Core Laboratory	
Position Number	Community	Division/Region
48-17738	Yellowknife	Clinical Integration/Laboratory Services/Stanton

PURPOSE OF THE POSITION

The Medical Laboratory Technologist 1, Core Laboratory (MLT1 Core) collects and analyzes a variety of biological samples within the Core Laboratory in accordance with recognized international laboratory practices as well as the philosophy and objectives of the Northwest Territories Health and Social Services Authority to ensure that medical and non-medical professionals have the test results necessary to diagnose, treat and manage disease.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), except in the Hay River and Tłı̄cho regions. It covers 1.2 million square kilometres and serves approximately 45,000 people, including First Nations, Inuit, Métis, and non-indigenous persons. Health and social services include the full range of primary, secondary, and tertiary health services, as well as social services, including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

Under the direction of the Minister of Health and Social Services, the NTHSSA was established to advance a single integrated delivery system as part of the Government of the Northwest Territories (GNWT) transformation strategy. The NTHSSA sets clinical standards, procedures, guidelines, and monitoring for the entire Northwest Territories. While the Tłı̄cho Community Services Agency (TCSA) operates under a separate board, and Hay River Health and Social Services Agency (HRHSSA) remain separate in the interim, Service Agreements will be established with these boards to identify performance requirements and ensure adherence to clinical standards, procedures, guidelines, and policies as established by the NTHSSA.



Since 2013, the NWT health and social services system has been engaged in a strategic renewal process. This began with System Transformation, a multi-year, community engagement-driven process to develop a model for an integrated health and social services system. The resulting changes to the system's governance structure have enabled a one-system approach, improved efficiency and integration, and respected the unique contexts and strengths of the NWT's regions and cultures.

Building on the results and momentum of System Transformation, the strategic renewal effort has begun a Primary Health Care Reform to shift the system and its care models toward a team-based model. Relationship-based approach that is driven through public participation, community feedback, and data, and built upon a foundation of trust and cultural safety. Using a community development approach, we are changing the way we work with people and communities, at every level of the health and social services system, to enable public participation in priority setting, planning, and design that integrates the social determinants of health.

Cultural safety is an outcome where Indigenous peoples feel safe and respected, free of racism and discrimination, when accessing health and social services. Relationship-based care is fundamental to cultural safety because it prioritizes trusting, caring, and ongoing relationships between patients and clients and their providers. Embedding a culturally safe approach in Health and Social Services is critical to supporting equitable access to care and to improving long-term health outcomes for Indigenous peoples.

The incumbent is expected to model, honour, and always promote a culturally safe environment, working from an anti-racist, trauma-informed perspective and employing self-reflection to encourage the professional growth and whole-person development of self and others. Indigenous worldviews, practices, and customs must also be respected.

Stanton Territorial Hospital (STH) is an Accreditation Canada-accredited facility located in Yellowknife, Northwest Territories (NWT). STH is the referral center for approximately 45,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. STH provides health care services to adults and children on an inpatient, outpatient, and outreach basis to restore health with dignity. STH maintains a tobacco-free environment within the building and throughout the property, recognizing the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike.

Located within STH and reporting directly to the Technical Supervisor, Core Laboratory, the incumbent works as part of the core laboratory team performing analytical testing on human specimens.

The STH Laboratory handles over 410,000 tests per year.



Laboratory services are provided 24 hours a day, 7 days a week, 365 days a year.

In addition to providing services to STH, the Laboratory provides services to:

- 3 hospitals within the Northwest Territories
- 21 Health Centres located in the NWT
- 4 medical clinics - NTHSSA
- the Department of H&SS-Office of the Chief Public Health Officer's Office

RESPONSIBILITIES

1. Examine and analyze a variety of biological samples using recognized international laboratory practices to ensure that medical and non-medical professionals have the laboratory results required to diagnose, treat and manage disease.

- Organize, prioritize and verify the accuracy of patient/sample information before processing.
- Prepare samples for analysis.
- Analyze samples using complex laboratory instrumentation and manual techniques,
- Review, verify and release patient results through the Laboratory Information Systems (LIS).
- Ensure all lab results are accurately entered into the LIS to track patient information.
- Track stock items (laboratory products and supplies) used and order supplies in the System for Accountability and Management (SAM) when additional items are required.
- Determine when samples require special handling and ensure that STH adheres to established National and International standards for the transportation of dangerous goods (TDG).

2. Perform, record, interpret and monitor Quality Control (QC) on all instruments and equipment to ensure the precision and accuracy of results reported.

- Following approved standard operating procedures, perform QC tests on all instruments before analyzing samples.
- Calibrate or assist in the calibration of laboratory equipment on a scheduled and as required basis.
- Continually review test results in accordance with approved standard operating procedures to evaluate any potential analytical error.
- Decide whether to release, delay or repeat testing before the reporting of patient results (reported results must be accurate) in accordance with approved standard operating procedures (SOPs).
- Investigates abnormal results/trends and initiates corrective action.
- Report on QC issues to the Technical Supervisor.



3. Collect biological samples and perform diagnostic tests/exams on patients as part of the health care team.

- Run blood gas and capillary/venous gas tests.
- Perform peripheral blood collection for adult, pediatric and neonatal patients using a closed collection system (i.e. Vacutainer), needle with syringe, and/or micro-collection techniques using routine practices and additional precautions as required.

4. Delegation in the absence of a local Pathologist,

- Assist in the interpretation of results to medical and non-medical personnel, impacting patient care and addressing Public Health Issues.

5. Assist in the continued maintenance of approximately \$500K worth of complex laboratory equipment to minimize downtime and maintain productivity. This will help extend the instruments' life expectancy, thereby avoiding costly repairs and/or replacements.

- Perform and document routine preventative maintenance on a scheduled basis.
- Due to the remoteness of the community, the incumbent troubleshoots and is required to perform complex repairs on instrumentation, either unassisted or in telephone consultation with instrument repair specialists as required.
- Notify the supervisor of repairs that are outside the scope of the incumbent's training or require further intervention.

6. As part of the laboratory team, provide exceptional customer service to all laboratory clients.

- Maintain a professional appearance and demeanor at all times when engaging with laboratory clients, including patients, ordering practitioners, nursing staff and hospital administration.
- Comply with the organizational dress code policy.
- Provide patient instructions and advice only within the scope of the role of a Medical Laboratory Technologist as identified by the Canadian Society of Medical Laboratory Technologists.
- Ensure that all interactions with colleagues and clients are in accordance with the Government of the Northwest Territories (GNWT) Harassment Free and Respectful Workplace Policy.

7. Act as a resource for Laboratory Medicine to ensure established procedures and policies are followed, and to enhance the awareness of the profession.

- Provide orientations to new laboratory staff on laboratory equipment, policies and procedures and STH environment.



- Provide orientation to medical and non-medical personnel in the proper collection and transport of biological samples. (i.e. including but not limited to venipuncture techniques, slide preparation, etc.).
- Provide Point of Care testing (POC) and instrument maintenance.
- Represent the Laboratory on a variety of hospital committees related to Core Laboratory services when required.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

Working within a laboratory setting, the MLT1 - Core works with and is continuously exposed (4 - 7 hours/day) to infectious agents as a result of exposure to biological samples, human waste and sharps disposal (i.e. hands-on delivery of services as well as during training, orientation and review of samples (QC)).

There is continuous exposure to toxic/corrosive agents during the performance of duties, and the incumbent is exposed daily to unpleasant odours from urine, feces, culture plates, and chemical reagents, which can lead to headaches and/or nausea.

Sensory Demands

The incumbent will experience continuous periods of intense visual concentration to assess the integrity of the samples (e.g., colour, density, contamination, volume) and determine whether they are suitable for analysis. Many of these analyses will be conducted under microscopes (4-5 times per day).

Mental Demands

In the laboratory, there is pressure to analyze patient samples thoroughly and accurately within a set timeframe. This is hampered by a large number of samples, instrument limitations, testing outside the laboratory's scope, and contaminated or unusable samples.

In addition, within the health care setting, there is a significant lack of control over work pace, with frequent interruptions and unrealistic demands (e.g., completing tests in unreasonable time frames; processing STAT samples where results are required for immediate treatment decisions, which usually involves a life-threatening situation).

Collection and analysis are often conducted under stress (timing is paramount in life-and-death presentations) and in emotionally challenging situations.



KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of Medical Laboratory Technology with a focus on core laboratory functions, principles, and standards of practice, including specimen collection and handling, medical terminology, Chemistry, Hematology, Transfusion Medicine, Urinalysis, Point of Care Testing and manual laboratory testing methods, including microscopic cellular differential counts and identification and semen analysis.
- Ability to operate and understand complex laboratory instrumentation is required to provide direct, hands-on laboratory testing; provide direction and leadership to hospital staff; and analyze and interpret results to aid medical and non-medical professionals in the diagnosis, treatment, and management of disease.
- Ability to operate computerized and mechanical laboratory equipment to complete analysis of biological samples.
- Knowledge of and an ability to input and retrieve information from Laboratory Information Systems (LIS).
- Ability to operate desktop computers to produce written documents (word processing), send and receive electronic mail and conduct research over the internet.
- Able to communicate effectively. This includes being able to get one's point across to both medical and non-medical individuals.
- Knowledge of the importance of patient and health care information confidentiality, and must comply with all legislation and procedures directing the handling of confidential patient and organizational information.
- Ability to manipulate small samples and repair delicate instruments in confined spaces (i.e. well-developed motor skills).
- Ability to quickly recognize atypical laboratory findings and initiate the appropriate action.
- Knowledge of education principles related to adult learners to develop and deliver subject-specific training and development.
- Ability to effectively organize workflow, assist with identifying individual training needs and staff training.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

A recognized Medical Laboratory Technology Program at a minimum of a diploma level from an accredited Canadian Post-Secondary Institution.

Applicants must have recent, relevant experience (within the past five (5) years) in all of the core laboratory disciplines, including: Chemistry; Hematology; Transfusion Medicine; Urinalysis; specimen collection from adults, children and neonates.



Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Incumbent must be certified at the time of employment and maintain active registration with the Canadian Society of Medical Laboratory Science as a Certified, General Medical Laboratory Technologist throughout the term of employment.

Proof of immunization, in accordance with current public health practices, is required.

STH has several certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Aboriginal Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS), and others directly related to the incumbent's scope of practice

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- French required (must identify required level below)
 - Level required for this Designated Position is:
 - ORAL EXPRESSION AND COMPREHENSION
 - Basic (B) Intermediate (I) Advanced (A)
 - READING COMPREHENSION:
 - Basic (B) Intermediate (I) Advanced (A)
 - WRITING SKILLS:
 - Basic (B) Intermediate (I) Advanced (A)
- French preferred

Indigenous language: Select language

- Required
- Preferred