

APPENDIX 5C: MEDICAL SCIENTISTS WORK LEVEL DEFINITIONS

DEFINITIONS:

The following definitions relate to the meanings of the words within these work level definitions.

"Agency" means an administrative unit or Agency as defined by the *South Australian Government Wages Party (Salaried) Enterprise Agreement 2010*.

"Broad guidelines" means instructions received essentially in the form of broadly stated objectives which require competent and professional experience to apply both initiative and professional judgement.

"Complex" means professional work which is characterised by ambiguity and/or novelty.

"Co-ordinator" means the organising of employees, activities, and students where necessary, to meet operational requirements which contributes to the timeliness, effectiveness, quality and efficiency of a work unit.

"Crucial" means that a component, an issue, or a decision is fundamental to subsequent actions, considerations and decisions.

"Innovative" means the extent to which there is a requirement to vary from, or make changes to, established professional processes, systems and/or standards.

"Limited complexity" means work which involves the application of established principles, practices and procedures. Generally, such comprises actions and responses which can be readily identified and repeated from previous experience.

"Managerial responsibilities" means an employee:

- 6-1. Is required to determine operational policy and procedures for a work unit within the framework of an agency's (or health unit's) requirements; and
- 7-2. Is required to ensure the timeliness, effectiveness, quality and efficiency of a work unit; and
- 8-3. Has significant independence of action including the use or allocation of both financial and human resources within the constraints or guidelines laid down by executive management; and
- 9-4. Undertakes human resource management functions including planning, developing and implementing programs associated with equal employment opportunity and occupational health, safety and welfare within the functional area of responsibility; and
- 10-5. Trains staff, coordinates workflow processes, ensures quality of output of the work unit, conducts performance assessment and review, staff counselling, career planning and development.

"Multi-discipline" means the combination of several *professional disciplines*.

"Novel" means the nature of professional work that requires the extension and application of theories and concepts beyond established principles. Such may include, for instance, creative research or the introduction of new technology.

"Papers" means peer reviewed papers in relevant journals/publications of operational or theoretical interest to other discipline-based scientists.

"Professional direction" means the form of control exercised, and may include guidance and monitoring, over other *medical scientists* demanding *professional judgement*, including:

- Assessing the application of discipline standards;
- Weighing and discussing professional approaches used;
- Determining professional solutions; and
- Verification and validation of results.

"Professional discipline" means a non-repetitive field of activity which requires a degree in a professional discipline, is exercised with increasing levels of autonomy and accountability, and is governed by standards, ethics and objectives prescribed by a representative professional body and, may interdependently, by the employing agency.

"Professional independence" means the level of accountability within a *professional discipline*.

"Professional judgement" means the application of an amalgam of *professional knowledge* and experience to derive appropriate resolutions within prescribed standards, ethics and objectives.

"Professional knowledge" means an understanding of theory, techniques, practices and principles gained through degree-level discipline-based study.

"Medical Scientist" means an employee who is engaged pursuant to the Medical Scientists (South Australian Public Sector) Award and is classified as a Medical Scientist.

"Significant" means professional work which is noteworthy, or of considerable amount, effect or importance.

"Specialising" refers to work which focuses on one operationally narrow aspect within a *professional discipline* using either acquired experience or a combination of acquired experience and discipline based study.

"Specialist" means a *medical scientist* who has acquired through study and application special subject knowledge which is recognised by peers to be different, distinctive or unique.

"Statutory action" means action taken or authorised by statute.

"Straightforward" means work which is without difficulty and is uncomplicated to a person qualified within the *professional discipline*.

"Very complex" means the application of a soundly based working knowledge of established professional principles, practices and procedures as they affect all aspects of the range of operations, or an in-depth *professional knowledge* of an operation which feature both ambiguity and novelty. Generally responses require the exercise of high levels of analytical skill.

GENERAL OVERVIEW

Mas1	Mas2	Mas3	Mas4	Mas5	Mas6A	Mas6B
<p>The <i>medical scientist</i> will have attained through discipline-based, degree-level study a combination of theoretical concepts and practical techniques to enable professional work to be undertaken within a <i>professional discipline</i>.</p> <p>A <i>medical scientist</i> at this level will demonstrate at least a competent level of professional knowledge and skill. As experience is gained, <i>medical scientists</i> are independently undertaking routine professional tasks.</p> <p><i>Medical scientists</i> participate in professional and/or <i>multi-disciplinary</i> teams, operating at the level of basic task to routine professional tasks commensurate with level of experience.</p> <p>Duties undertaken independently at this level are generally of a routine and repetitive nature, with more complex professional decisions and problem solving made under the <i>professional direction</i> or professional guidance of a more experienced <i>medical scientist</i>.</p> <p>As the <i>medical scientist</i> gains experience the Mas1 will exercise greater levels of independent professional judgement.</p>	<p>Employees at Mas2 will:</p> <ul style="list-style-type: none"> • Demonstrate increased professional expertise, competence and experience to perform any standard professional task within the discipline. • Have attained greater specialised knowledge within the discipline. • Provide professional services to client groups in circumstances requiring increasingly complex practice skills. • Exercise greater specialist knowledge within the discipline and achieve higher level of outcomes under reduced <i>professional direction</i>. • Apply professional judgement to select and apply new and existing methods and techniques. • Demonstrate expertise obtained through appropriate professional development and operational experience or tertiary qualification(s), post graduate education or other formal qualification(s). <p>The above requirements constitute the work definition for the Peer Assessment process as described in Section 2.</p>	<p>Operating under general policy direction in relation to the scientific aspects of a moderately complex area and with a level of <i>professional independence</i> in the determination of operational priorities, strategies, work standards and allocation of resources. Generally the work demands a level of competence from extensive experience and/or additional study.</p> <p>The <i>medical scientist</i> at this level will be:</p> <ul style="list-style-type: none"> • <i>Specialising</i> within a professional discipline; or • A senior professional supervisor; or • A professional manager. <p>Positions at this level demonstrate leadership within the <i>professional discipline</i> and may coordinate a number of subordinate <i>medical scientists</i> and para-professionals.</p> <p><i>Medical Scientists</i> at this level will focus on increasing the value, contributions and effectiveness of the <i>professional discipline</i> within the agency or health unit. Any standard professional task within the discipline (including problem definition, assessment, planning, liaison, execution, analysis, interpreting and reporting) may be undertaken at this level.</p> <p>A senior professional supervisor will be responsible for allocating and determining work priorities to ensure operational standards and efficiencies are met having regard to the needs of clients</p>	<p>Operates under broad policy direction and with high levels of <i>professional independence</i> in the determination of overall strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A senior professional practitioner; or • A senior professional manager; or • A senior professional specialist. <p>At this level work may involve the exercise of <i>significant professional judgement</i> based on a detailed knowledge of State initiatives and involvement in the development and/or application of discipline principles and new technology and/or knowledge of <i>critical</i> work which can involve a single discipline or a variety of disciplines. Decisions are likely to have a major impact on the health unit, agency, or industry, or on the State, and are rarely subject to professional review.</p> <p>The senior professional practitioner at this level will undertake work which is <i>very complex</i> and highly <i>innovative</i>. At this level there is minimal <i>professional direction</i> and the <i>medical scientist</i> would be expected to closely examine personal practices and actions to ensure compliance with established ethics and standards for the</p>	<p>Operates under general policy direction and with <i>professional independence</i> in the determination of strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A leading professional manager of a major program and operations; or • A leading professional specialist. <p>Under the broad direction of an executive level, positions at this level will operate within broad guidelines to achieve specific objectives with <i>professional independence</i>.</p> <p>May be recognised as a national and/or international authority or as a <i>specialist</i> within the State. The <i>medical scientist</i> at this level may generally make a significant contribution on the development of professional understanding on a national or beyond basis.</p> <p>Positions at this level require high levels of expertise and experience with a comprehensive knowledge of a recognised <i>professional discipline</i>. Professional decisions at this level are likely to have substantial impacts to the health unit, agency, to industry, or to the State, and are not usually subject to professional review.</p> <p>Work is undertaken in a highly complex or specialised field by adapting precedents and by making significant</p>		

GENERAL OVERVIEW

MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B	
		<p>or peers and providing professional guidance for a team of medical scientists. The senior professional supervisor is expected to contribute to the development of subordinate individual medical scientists.</p> <p>A professional manager will have managerial responsibilities for a small work unit, which may include a multi-discipline team of medical scientists to ensure effective and coordinated services to the client group. This is the first level where a medical scientist office may have managerial responsibilities.</p> <p>There will be professional independence in a general operational context, involving routine research, project or case situations, requiring levels of expertise and experience to ensure and contribute to professional standards, objectives and priorities within the framework of the agency's (or health unit's) corporate goals.</p> <p>Professional direction is received for those aspects of work which involve new or complex, techniques or relate to areas of work outside the normal span of activity or have implications for the agency.</p> <p>High levels of initiative will be exhibited in accomplishing the objectives and undertaking complex projects, either on an individual basis as a recognised specialist, as a medical scientist with responsibilities for complex duties, or as a team leader.</p>	<p>professional discipline. As a senior professional specialist, work is normally without professional direction with discretion permitted within the boundaries of broad guidelines to achieve organisational goals.</p> <p>For some medical scientists at this level, they may have a high profile within the discipline through higher qualifications or by publications in refereed journals, and will operate within broad guidelines to achieve specific objectives with professional independence. This may be supplemented by evidence of higher qualifications and/or wide spread professional recognition of expertise.</p> <p>Discipline principles and new technology requiring the exercise of significant professional judgement will be developed and applied. This may include initiating, formulating and managing research programs and major projects, or providing scientific services or enterprises involving both a service and research work. It is expected that actions may span a range of activities in a very complex, specialised environment and contribute to the formulation of corporate policy and the implementation of corporate policy directives.</p> <p>Some medical scientists who are the senior professional manager will</p>	<p>departures from traditional approaches. Professional independence and high levels of expertise and experience to determine professional standards, objectives and priorities within the framework of the agency's (or health unit's) corporate goals will be evident.</p> <p>For some medical scientists at this level may involve the management of programs of crucial importance to the State, to satisfy the government's objectives or the agency's (or health unit's) corporate goals, often within a multi-discipline environment. This level is also responsible for professional policy development and advice to government.</p> <p>For a leading professional specialist, development and overseeing the implementation of new and high level programs and major investigations is a major feature of this level, as is an emphasis on strategic management within the area of professional practice.</p> <p>The professional manager at this level will have high level managerial responsibilities which involve a staff comprising a large number of medical scientists, and the coordination and direction of major program objectives to achieve the end result in a timely and effective manner. Programs are normally long term and</p>			

GENERAL OVERVIEW						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
		<p>Work may require the development and provision of formal professional advice and advisory/consultancy services to other agencies, industry representatives and the public. Such advice may be subject to review by senior management. The level of information provided and recommendations may influence decisions of others, including superiors and peers, especially in the monitoring, development, and delivery of programs.</p>	<p>have managerial responsibilities for a large work unit, or complex projects involving a number of professional disciplines. Skills required include work prioritisation, monitoring productivity and setting local strategic directions within the area of professional practice, in addition to assessment and review of professional and operational standards.</p> <p>For some medical scientists who are at this level, there will also be a demand for an ability to monitor resource allocations, to evaluate professional, technical and economic impacts of programs; and to formulate policy and corporate strategy proposals.</p> <p>A detailed knowledge of governmental policies and procedures, and an appreciation of their application in relation to agency (or health unit) operations is expected. In addition, the senior professional manager will interpret and provide advice on legislation, regulations and other guideline material relating to the operations and functions of the work area.</p> <p>At this level, expert advisory consultancy advice to outside bodies, agencies and the public may be provided as well as participation on inter-agency committees to develop policy, planning and other initiatives.</p>	<p>require high level strategic planning and innovative thinking.</p>		

GENERAL OVERVIEW						
MeS1	MeS2	MeS3	MeS4	MeS5	MeSA	MeSGB
			With professional independence and high levels of expertise and experience, for some medical scientists at this level will determine professional standards, objectives and priorities within the framework of the agency/s (or health unit's) corporate goals.			

KNOWLEDGE AND EXPERIENCE

MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
<ul style="list-style-type: none"> Professional knowledge attained through a study of discipline theory and limited experience. A developing level of operational competence. In recognition of advanced skills and experience relevant to being a medical scientist, permanently appointed medical scientists who have been at the top increment of MeS1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to MeS2 (refer to Section 2). 	<ul style="list-style-type: none"> Has attained greater specialised knowledge within the discipline and is achieving higher level of outcomes under reduced professional direction. Has attained professional expertise, competence and experience to perform any standard professional task within the discipline. 	<ul style="list-style-type: none"> Operates with professional independence and high levels of competence. Continues to apply through post-graduate specialised qualifications and/or extensive recognised experience. 	<ul style="list-style-type: none"> Utilises comprehensive knowledge within the professional discipline and broad exposure to other professional disciplines. Applies professional judgement based on up-to-date discipline knowledge. Applies professional knowledge having regard to the agency's (or health unit's) policy framework. 	<p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> Discipline recognition at national or international levels. Has evidence of higher qualifications or extensive recognised discipline expertise. Has made a significant contribution to the development of professional understanding on a national and/or international basis. Requires very high levels of expertise and experience within the professional discipline. 	<p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> A requirement for high levels of expertise and experience to promote and determine complex and significant professional objectives and priorities within the framework of an agency's (or health unit's) corporate objectives. Recognition as a national and/or international recognised leading authority within a professional discipline with the ability to foster excellence in the diagnostic and/or research functions of the agency (or health unit) and medical/scientific community. Extensive refereed publications in internationally recognised journals. Technical and scientific expertise exercised in such that decisions, activities, research and/or diagnostic programs conducted are not subject to review. 	<p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> A requirement for high levels of expertise and experience to promote and determine complex and significant professional objectives and priorities within the framework of an agency's (or health unit's) corporate objectives and industry directions. Recognition as an international leading authority within a professional discipline with the ability to foster excellence in the diagnostic and/or research functions of the agency (or health unit) and medical/scientific community. Extensive refereed publications in internationally recognised journals. Collaborated with recognised international organizations on scientific projects that impact on an international scale. Technical and scientific expertise exercised in such that decisions, activities, research and/or diagnostic programs conducted are not subject to review.

OPERATIONAL OUTCOMES						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
	<p>Work undertaken at this level may involve a combination of:</p> <ul style="list-style-type: none"> • Providing professional direction, support and oversight of MeS1 and/or technical and support staff. • Assisting in planning, implementing and reporting on services. • Utilising knowledge and skills in contributing to research and/or service development activities of the relevant discipline or service area. • Identifying opportunities for improvement in professional tasks including developing and leading ongoing quality improvement activities with other staff. • Contributing to professional research and participate in the provision of professional in-service education programs to staff and students. • Project co-ordination of limited size/or scope which will require organisation and implementation of specific tasks or projects. 	<p>To contribute to the organisational objectives and output a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Analyses situations and identifies opportunities and/or needs to develop and/or progress work group objectives. • Develops and promulgates crucial information for management. • Undertakes projects of a complex nature with limited professional direction. • Contributes to the development of operational policy. • Undertakes professional duties of an innovative, novel, and/or crucial nature without professional direction subject to established professional standards. • Assesses the professional, technical and economic impacts of achievements and/or projects. • Provides professional advice and consultancy services to other agencies (or health units), industry representatives and the public. • Assesses and reviews the standards of work of other medical scientists and external consultants. • Exercises control and 	<p>To satisfy specified agency (or health unit) objectives, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Exercises significant professional judgment in the development and/or application of professional discipline principles and new technology. • Manages very complex projects involving a number of personnel from either one or a variety of professional disciplines. • Contributes directly to the formulation of corporate objectives and the agency's (or health unit's) professional policy. • Implements and interprets policy directives to satisfy the demands of professional programs. • Provides advice to senior management/authorities regarding current, relevant developments in the discipline and their potential implications. • Initiates and manages high level programs and major investigations. • Determines professional standards and operational objectives for the agency (or health unit). • Is the authoritative specialist where requirements are very complex and of major importance to the agency (or health unit). 	<p>To satisfy the government's objectives and/or the agency's (or health unit's) corporate goals, a position at this level may include any of the following:</p> <ul style="list-style-type: none"> • Operates in a highly complex or specialised field to establish and/or modify standards, guidelines, concepts, theories, techniques or principles by both adapting precedents and making significant departures from traditional approaches. • Uses high levels of expertise and experience with professional independence to determine professional objectives and priorities within the framework of an agency's or (health unit's) corporate goals and discipline standards. • Manages programs of crucial importance to the State to satisfy the government's objectives or the agency's or (health unit's) corporate goals. • Provides expert specialist consultancy skills with crucial impacts to the industry, the State and possibly the nation. • Develops and directs the implementation of new and high level programs and major investigations, with a strategic management emphasis. 	<p>To satisfy the government's objectives and/or agency's (or health unit's) corporate goals, a position at this level may include the following features:</p> <ul style="list-style-type: none"> • The initiation and/or management of high level innovative programs and major research activities. • Determine strategic and operational standards/objectives within the organisation. • Provision of authoritative and specialist advisory/consultancy services on aspects of innovative scientific research and development, where outcomes are of major importance to biomedical science. • Coordinate, contribute to and develop patients where appropriate. • Provide leadership in the initiation, promotion, implementation and evaluation of innovative and relevant medical research functions at the national/international level. • International recognition as an expert in a complex field of scientific and research services and have management responsibility for major programs of national/international significance which impact on, and directly involve, other internationally recognised scientific officers and scientific activities/initiatives. 	<p>To satisfy the government's objectives and/or agency's (or health unit's) corporate goals, a position at this level will include a number of the following features:</p> <ul style="list-style-type: none"> • The initiation and/or management of complex and high level innovative programs and major research activities. • Determine strategic directors and operational standards/objectives within the organisation and industry. • Provision of authoritative and specialist advisory/consultancy services on aspects of innovative scientific research and development, where outcomes are of major importance to biomedical science on an international scale. • Attract as an individual or as a manager of team significant research monies into the State. • Coordinate, contribute to and develop patients where appropriate. • Collaborate with recognised international organisations on scientific projects. • Ensure the provision of leadership in the initiation, promotion, implementation and evaluation of leading edge innovative and relevant medical research functions at the international level, both as an individual and in the

OPERATIONAL OUTCOMES

MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
		<p>coordination of either discrete operations or projects.</p> <ul style="list-style-type: none"> • Undertakes duties and ensures the outcome of work which is of a <i>complex</i> and varied nature, requiring detailed knowledge of the agency's (or health unit's) operations combined with a <i>specialist</i> or very high level of practitioner knowledge of major activities in the work unit. • Trains staff, coordinates workflow processes, ensures quality of output of the small work unit, conducts performance assessment and review, staff counselling, career planning and development. • Interprets legislation, regulations and other guideline material relating to the operations and functions of the work area. • Uses <i>significant</i> initiative to accomplish objectives and undertake <i>complex</i> projects. • Manages small work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. 	<ul style="list-style-type: none"> • Identifies current and future options relating to developments which impact on agencies and/or industry. • Provides professional advice to inter-agency committees regarding professional policy, planning, forecasting and development implications. • Provides <i>specialist</i> services to industry where the end products of major importance to the industry and/or the State. • Initiates and formulates programs within the framework of (major work group) objectives and priorities. • Undertakes demanding evaluations of an economic and/or technical nature with <i>professional independence</i>. • Manages programs of <i>significant</i> importance to the State to satisfy the government's objectives or the agency's (or health unit's) corporate goals. • Manages large work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. • Provides expert specialised advisory/consultancy skills with <i>crucial</i> impacts to the industry, the State and possibly the nation. • Develops and oversees the implementation of new and high level programs and major investigations with a <i>strategic</i> 		<ul style="list-style-type: none"> • Undertake and manage individual and/or project activities with <i>professional independence</i> that is not subject to review • Attract <i>significant</i> research monies. To satisfy the objectives of the work group, a position at this level will comprise a number of the following: <ul style="list-style-type: none"> • Management of a <i>significant</i> unit/branch and undertake a leadership role in organisational strategic planning, policy development and resource management with <i>significant</i> accountability for outcomes achieved to ensure the effective management of: <ul style="list-style-type: none"> • Research funding (procurement and expenditure); • Physical and financial (recurrent) resource management; • Human resource management; • Intellectual resources and patents; • Competencies and learning outcomes for research students; and • Initiation, development, implementation and review of strategic and operational policy, procedures and principles. To provide services to other agencies and/or private industry, and to other bodies, a position at this level may include any of the 	<p>management of others.</p> <ul style="list-style-type: none"> • International recognition as a leading expert in a complex field of scientific and research services and have management responsibility for major programs of international significance which impact on, and directly involve, other internationally recognised scientific officers and scientific activities/initiatives. • Undertake and manage individual and/or project activities with <i>professional independence</i> and not subject to review. To satisfy the objectives of the work group, a position at this level will comprise a number of the following: <ul style="list-style-type: none"> • Management of a <i>significant</i> unit/branch and undertake a leadership role in organisational strategic planning, policy development and resource management with <i>significant</i> accountability for outcomes achieved to ensure the effective management of: <ul style="list-style-type: none"> • Research funding (procurement and expenditure); • Physical and financial (recurrent) resource management; • Human resource management; • Intellectual resources and patents; • Competencies and learning outcomes for

OPERATIONAL OUTCOMES						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
			<p>management emphasis.</p> <ul style="list-style-type: none"> • Verifies the professional standards of operations and outputs. • Has <i>significant managerial responsibilities</i> and abilities. • Evaluates professional, technical and economic impacts of program. • Formulates policy and corporate strategy proposals. • Provides expert professional advice on a advisory/consultancy basis to external bodies, other agencies and the public. • Participates on inter-agency and/or national committees to develop policy, planning and other initiatives. 		<p>following inputs:</p> <ul style="list-style-type: none"> • Be sought by a range of relevant and recognised bodies and/or individuals as a leading national/international scientist. • Have a <i>crucial</i> impact on scientific and research initiatives and activities at the national/international level. • Attract national/international recognition to the employing organisation. • Awarded academic status at professorial level D and contribute to tertiary curricula development and delivery. 	<p>research students; and</p> <ul style="list-style-type: none"> • Initiation, development, implementation and review of corporate strategic objectives, plans and operational policy, procedures and principles. • To provide services to other agencies and/or private industry, and to other bodies, a position at this level may include any of the following inputs: <ul style="list-style-type: none"> • Be sought by a range of relevant and recognised bodies and/or individuals as a leading national and international scientist. • Have a <i>crucial</i> impact on scientific and research initiatives and activities at the national and international level. • Attract National and international recognition to the employing organisation. • Awarded academic status at professorial level D or E, and contribute to tertiary curricula development and delivery.

WORKING ENVIRONMENT

MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
	<ul style="list-style-type: none"> Exercises and accepts <i>professional direction</i> and <i>co-ordination</i> for a small work unit. Exercises initiative in the application of professional practices either as a member (in some situations as supervisor but not a <i>medical scientist</i> with <i>managerial responsibilities</i>) or as a <i>medical scientist</i> (who has expertise in one or more fields within a discipline) in a <i>multi-discipline</i> team or independently. 	<ul style="list-style-type: none"> May influence organisational attitudes and professional development policy within the framework of operational programs. Develops professional advice and advisory/consultancy services to other agencies, industry representatives and the public. 	<ul style="list-style-type: none"> Uses <i>significant professional judgement</i> based on knowledge of national initiatives and personal involvement in the development and application of discipline principles and new technology, and/or knowledge of <i>crucial work</i> which can involve a number of personnel from the discipline or a variety of disciplines. Operates in a highly <i>complex or specialised</i> field using substantial <i>professional judgement</i>. With <i>professional independence</i>, uses high levels of expertise and experience to determine professional objectives and priorities within the framework of the agency's or health unit's corporate goals and discipline standards. Manages, initiates and formulates research programs, major projects or manages a major professional service or enterprise. Is the government's "authority" in a particular specialised field of expertise, or has extensive discipline knowledge and broad experience spanning more than one <i>professional discipline</i>. Uses detailed knowledge of government policies and procedures, and an appreciation of their application in relation to 	<ul style="list-style-type: none"> Positions at this level have <i>crucial</i> impacts to the agency (or health unit), to industry, to the State or to the nation, and decisions made will not usually be subject to professional review. 	<ul style="list-style-type: none"> Positions at this level have <i>crucial and significant</i> impacts on the organisation and the industry at a national/international level. Decisions made will not usually be subject to professional review. 	<ul style="list-style-type: none"> Positions at this level have <i>crucial and significant</i> impacts on the organisation and biomedical science at the international level. Decisions made will not be subject to professional review.

WORKING ENVIRONMENT						
MeS1	MeS2	MeS3	MeS4	MeS5	MeS6A	MeS6B
			agency's (or health unit's) operations: <ul style="list-style-type: none"> • Interprets and provides advice on legislation, regulations and other guideline material relating to the operations and functions of the work area. • Utilises significant management skills and abilities to monitor resource allocations. 			

SECTION 2: PEER ASSESSMENT PROCESS

In recognition of advanced skills and experience relevant to being a *medical scientist*, permanently appointed *medical scientists* who have been at the top increment of MeS1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to MeS2.

A supervisor or manager of an eligible *medical scientist* may initiate an application for assessment by the Peer Assessment Panel for that employee without the need for that *medical scientist* to complete 12 months at the top increment of MeS1. Such an application is subject to assessment by the Peer Assessment Panel.

In determining if a *medical scientist* will progress to MeS2, the Peer Assessment Panel will consider the following:

1. The work level definition of MeS2 as defined has been met; and
2. The *medical scientist's* professional:
 - (a) performance;
 - (b) aptitude;
 - (c) experience;
 - (d) responsibilities; and
 - (e) initiative.
3. and that the *medical scientist* has complied with all requirements of their current management-approved Performance Review and Development Plan.

The Peer Assessment Panel will include a discipline specific *medical scientist* (at a minimum level of a MeS3) and a management representative. A human resources representative will also be on the Peer Assessment Panel.

Following assessment should a *medical scientist* not progress to MeS2 the relevant supervisor or manager will be responsible for implementing a Performance Review and Development Plan in consultation with the *medical scientist* to address any issues arising from the assessment.

Should a *medical scientist* be assessed as not meeting the criteria for progression the *medical scientist* will not be eligible to apply for progression until such time as the relevant supervisor or manager is satisfied that the issues have been satisfactorily addressed through the Performance Review and Development Plan process.

The Peer Assessment Process does not remove or diminish the opportunity for a *medical scientist* to apply for a reclassification. A reclassification application will be considered and determined in accordance with the Department of Health Human Resource Manual.