

Position Description

Immunopathology Registrar

Classification:	As per Enterprise Agreement
Business unit/department:	Austin Health Pathology
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026
Employment type:	Fixed-Term Full-Time
Hours per week:	43
Reports to:	Head of Immunopathology Department
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	February 2027

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Austin Health Pathology Immunology Department offers a comprehensive testing service for patients with autoimmune disorders, plasma cell dyscrasias and allergic diseases.

Autoimmune testing includes diagnostic assays for systemic lupus erythematosus, vasculitides, rheumatoid arthritis, myositis, autoimmune hepatitis, pernicious anaemia, and coeliac disease.

Allergy testing covers a broad range of common environmental, drug, and individual food allergens, as well as specific testing for component resolved allergens, such as those found in severe peanut allergy or in exercise-induced anaphylaxis.

The Immunology Laboratory specialises in serum free light chain and immunoglobulin testing, protein electrophoresis and immunofixation.

The Immunopathology Registrar will help provide advice and consult with clinicians, and participate in the work of the diagnostic Immunopathology Laboratory, under the supervision of the Immunopathologists.

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

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.

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 Victorian 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 Bendigo, Shepparton, Mildura, Echuca and Swan Hill, and a point-of-care network including Castlemaine, Kerang, Kyneton, Seymour, 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 Health 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.

Position responsibilities

The position is a full-time, 12-month fixed term role.

The successful applicant will report to the Head of the Immunology Laboratory and receive training in the following:



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- Practical and best selection of laboratory investigations and analytical techniques based on relevant clinical information, including the evaluation and interpretation of results and test limitations
- Reporting and validation of Immunology laboratory results, reviewing results including indirect immunofluorescence assays, evaluation of new tests, reviewing protocols and policies, participating in internal and external laboratory quality control activities
- Providing clinical liaison and advice to clinicians on the selection of tests, including follow up testing, and the interpretation of laboratory tests
- Notification of significant and urgent Immunopathology results

The applicant will be expected to participate in:

- The review and troubleshooting of unusual results, providing interpretation and advice
- Involvement in diagnostic lab-based research
- Providing an Immunopathology consultation service to Austin Health and its regional laboratories, rural general practitioners, and specialists
- Attendance of tutorials and learning sessions, including at other health services and laboratories, where applicable
- The opportunity to attend cross-specialty tutorials in Haematology and Biochemistry
- Involved in the evaluation of new immunoassays
- Actively participate in laboratory governance including review of external Quality Assurance Programme (QAP), quality control (QC), quality system (Q-Pulse), and troubleshooting
- Attend laboratory meetings for Immunopathology
- Remain up-to-date by attending external educational meetings and conferences
- To make progress in specialist training in the discipline of Immunopathology and prepare for the RCPA exams
- To undertake RCPA projects required for training
- To undertake Immunopathology-based research and endeavour to prepare manuscripts for publication or presentation

Role specific responsibilities:

- Report protein electrophoresis and immunofixation
- Report flow cytometry, where applicable
- Review slides and report autoimmune indirect immunofluorescence testing, including antinuclear antibodies, anti-neutrophil cytoplasmic antibodies, tissue autoantibodies, skin autoantibodies and endomysial antibodies
- Review and report Immunopathology assays, including immunoblots and chemiluminescence tests
- Review immunology test requests, including specific IgE allergy requests, and advise accordingly
- Report CSF oligoclonal banding and beta-2 transferrin testing
- Review and notify urgent or significant results to clinicians
- Contribute, prepare and present at Immunopathology Laboratory meetings
- Prepare and provide teaching for scientific and junior medical staff
- Review laboratory QC and external QAP reports, and action appropriately
- Provide support to collection centres, specimen reception and regional laboratories, as required
- Participate in auditing of laboratory practice to improve clinical outcomes
- Other duties as specified by the supervising Immunopathologists
- Participate in the Immunopathology on call roster if required
- Attend one outpatient clinic per week



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Selection criteria

Essential knowledge and skills:

- A commitment to Austin Health values
- Have appropriate training and experience applicable to Immunology and Immunopathology
- Demonstrated commitment to high quality patient care
- Demonstrated ability to work effectively and collaboratively within a team
- Demonstrated ability to effectively communicate at all levels
- Demonstrated ability to document clearly and effectively
- Demonstrate a commitment to teaching, training and research
- Demonstrated ability to follow standard operating procedures and to seek advice if needed
- Able to use Word, Excel or other programmes

Desirable but not essential:

- A sound understanding of information technology, including clinical systems and applications relevant to the management of laboratory results, quality and risk management and reporting, as required for the role in the department
- A sound understanding of routine laboratory processes

Professional qualifications and registration requirements

- Medical degree such as MBBS or equivalent
- Registered Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA)
- Enrolled in training, or is a Fellow, with the Royal College of Pathologists of Australasia, or equivalent

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.

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.



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- 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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