

# Position Description

## Anatomical Pathology Registrar

Classification:	Registrar
Business unit/department:	Anatomical Pathology
Work location:	Austin Health (Heidelberg) [x] Bendigo Hospital [x]
Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
Employment type:	Full-Time
Hours per week:	43
Reports to:	Director, Anatomical Pathology
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	May 2025

### Position purpose

To perform the duties required of an Anatomical Pathology registrar and to make progress in specialist training in the discipline of Anatomical Pathology.

### About the Directorate/Division/Department

***Our Mission: Austin Anatomical Pathology exists to provide expert, clinically focused anatomical pathology diagnostics, and to progress the field of pathology through education and research.***

**Austin Pathology** is Victoria's largest and most comprehensive provider of pathology services. It provides laboratory pathology testing to all the campuses of Austin Health, as well as Mercy Hospital for Women, Bendigo Health, Goulburn Valley Health, and a range of other regional sites, including on-site laboratories in Bendigo, Shepparton, Swan Hill, Echuca and Mildura. This service is provided in a manner consistent with the needs of a university teaching hospital and the strategic direction of Austin Health. High volume tests and most complex low volume testing are performed at the Austin Hospital.

Austin Pathology operates in the community, both public and private, supported through a number of outreach facilities and a substantial courier network. Specialised testing is provided to a number of external clients including other public and private pathology laboratories.

Austin Health Pathology's **Department of Anatomical Pathology** is a comprehensive service, providing specialty diagnostic expertise in a wide range of areas. Our range of expertise includes molecular diagnostics, gastrointestinal and hepatobiliary disease, neuropathology, gynaecological pathology, skin, lung, urology, head and neck, breast, lymphoma, medical renal, endocrine, and cytology (gynaecological and non-gynaecological). We provide non-coronial adult and perinatal autopsy services (the latter includes membership of the Victorian Perinatal Autopsy Service). We employ more than 20 anatomical pathologists and 6 registrars.

The Department plays an important role in undergraduate and postgraduate teaching and research, and is closely affiliated with Austin Health clinical departments, Bendigo Health, University of Melbourne, other Institutes and universities, and the Royal College of Pathologists of Australasia.

Austin Pathology is managed by the Pathology Executive, which is responsible for overseeing both the clinical service and business performance aspects of the Pathology Service.

**Location:** From December 2025 Anatomical Pathology medical staff are based at both Heidelberg and Bendigo. Most of our registrars (about 5 EFT) will be based in Heidelberg, with one based full time in Bendigo. All registrars may be required to undertake short term rotations to Bendigo to cover leave and the Bendigo-based registrar to attend educational activities in Heidelberg. Financial, accommodation and other support will be provided for short term rotations.

**About Bendigo Hospital** – an ~800 bed service including inpatient medical, surgical and oncology, 1600 obstetric deliveries per annum, specialist clinics, renal dialysis and a comprehensive imaging service. The Bendigo-based pathology service thus incorporates a range of simple to complex cases in histology and cytology, which we aim to report mostly on site. This includes, but is not limited to, gastrointestinal, breast, lung, gynaecology, urology, head and neck, lymphoma. Some highly specialised areas (eg medical renal, gynaecological cytology) are reported by experts at the Heidelberg site.

Laboratory activities (including macroscopic cut up, specimen processing, routine and special stains, immunohistochemistry, cytology specimen preparation), as well as adult and perinatal post mortems, are undertaken at the central Heidelberg laboratory.

Specimen triage, frozen sections and a rapid on-site cytology assessment service are offered on site at Bendigo during business hours.

Bendigo-based pathologists and registrars support multidisciplinary meetings on site (in person or virtually), currently about 15 per month.

They are expected to work closely and collaboratively with the Austin anatomical pathology team.

Austin Pathology is committed to implementing a comprehensive digital pathology solution for primary reporting, using whole slide imaging and artificial intelligence tools, in the medium term. Our Bendigo-based service will be at the forefront of this process, which we expect to be partially implemented by 2026, including for diagnosis, second opinions and educational purposes.



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## Position responsibilities

### Role Specific:

- To perform supervised surgical cut up, fine needle aspirates, histology and cytology reporting to a high standard as would be expected of a trainee in a tertiary referral laboratory, as rostered by the Director of Anatomical Pathology.
- To perform hospital (non-coronial) adult and perinatal autopsies, including the preparation of timely written reports, to a high standard.
- To accept direction in the performance of all clinical duties by members of the Anatomical Pathology medical and scientific staff, where appropriate
- To prepare and present clinico-pathological meetings, under supervision and as rostered by the Director of Anatomical Pathology, or delegate
- To participate in undergraduate medical teaching and scientist teaching, as rostered by the Director of Anatomical Pathology
- To participate in quality assurance activities
- To participate in audit, process improvement and research activities
- To make progress in specialist training in the discipline of Anatomical Pathology

### Bendigo-based registrar

- This position is most suitable for a senior (post part 1) trainee
- Duties include all of the above, except there is no requirement to perform surgical cut-up (triage only), or autopsies
- Regional-based registrar(s) will be provided with opportunities and support to participate in Heidelberg-based educational activities, virtually and in person

## Selection criteria

### Essential skills and experience:

- A commitment to Austin Health values
- Registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) (note eligible applicants will be assisted through this process).
- Have appropriate training and experience applicable to the field of Anatomical Pathology.
- Demonstrated commitment to high quality patient care
- Demonstrated teamwork and collaboration
- Demonstrated ability to communicate at all levels
- Approved for selection by a representative panel convened by the Victorian training coordinators of the Royal College of Pathologists of Australasia
- **(Bendigo-based registrar only)** Completion of 3 years in AP training program, Pass in Part 1 RCPA exams, satisfactory completion of DOPS, portfolio requirements and supervisor reports

## Professional qualifications and registration requirements

refer above



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## 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.
- 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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