

Position Description

Position Title: Anatomical Pathologist

Classification:	Medical Specialist
Business unit/department:	Anatomical Pathology
Work location:	Bendigo Hospital <input checked="" type="checkbox"/> Austin Hospital (Heidelberg) <input checked="" type="checkbox"/>
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
Employment type:	Full-Time
Hours per week:	40
Reports to:	Director, Anatomical Pathology
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	May 2025

Position purpose

Anatomical pathologists at Austin Pathology provide high level pathology services within their approved scope of clinical practice as part of the anatomical pathology team at Austin Health. This position is based at Bendigo Hospital in Bendigo, working with a small local team of anatomical pathologists and registrars, providing a diagnostic and consultative service to Bendigo Health clinicians. You will be supported by our Heidelberg-based pathologists, who will provide expert opinions and advice, and coverage of planned and unplanned leave.

All pathologists are expected to be able to provide routine pathology reporting and services, and present cases at multidisciplinary clinical meetings.

The range of diagnostic work for individual pathologists can be tailored towards individual interests and areas of expertise as well as covering the needs of the department. Pathologists based at the Austin Hospital in Heidelberg may be required to travel to external sites.

This is a Senior Medical Position and carries with it the professional responsibilities of clinical leadership, good communication, quality, teaching and training as well as administrative requirements.

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, Olivia Newton-John Cancer & Wellness Centre, 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.

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 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

- Provide comprehensive diagnostic and consultative pathology services to patients and clinicians at Bendigo Health
- Competence in reporting a broad range of histology and non-gynaecological cytology is essential
- There may be scope for slanting towards areas of interest and expertise
- Provide frozen section and rapid on-site cytology assessment service during business hours
- Willingness to adopt digital pathology, including whole slide imaging for primary reporting, is essential
- Participate in Unit meetings and educational activities at Heidelberg, with opportunities to attend virtually and in person
- Pathologists will be expected and supported to attend continuing educational activities at Heidelberg (including virtual)
- Provide a consultative service to other clinical units of Bendigo Hospital as required.
- Supervise trainees and junior medical staff
- To assist the Director in administrative duties as required including the development and review of policies and procedures for the provision of services, updating as needed to reflect best practice and evidence-based medicine.
- To assist in the evaluation of the delivery of services and in implementing appropriate quality and risk management initiatives.
- Demonstrate a commitment to working as a team member with peer medical, junior medical, scientific and clerical staff to provide efficient, safe and quality care
- No after hours on-call commitment

Teaching, Training and Research:

- Contribute to the supervision, education and training of junior medical, and potentially other clinical staff, including participating in their performance appraisal and feedback processes.
- Participate in both undergraduate and postgraduate teaching activities.
- Commitment to facilitate, conduct and participate in clinical and/or basic research.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values.
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current Fellowship of the Royal College of Pathologists of Australasia or equivalent.
- Have appropriate training and experience applicable to the field of Anatomical Pathology.
- Demonstrated commitment to high quality patient care.
- Demonstrated commitment and ongoing activity in research and/or clinical audit activities.
- Involvement in teaching and training of medical staff, including at undergraduate and post-graduate level.



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- Attendance and active involvement in relevant departmental, organisational and external meetings (i.e. College, Association and National/International bodies).
- Demonstrated engagement, teamwork and collaboration.
- Demonstrated ability to communicate effectively at all levels.
- Demonstrated understanding of, and commitment to Clinical Governance.
- Ability to use laboratory and other information systems

Professional qualifications and registration requirements

refer above

For general accreditation the following need to be satisfied

- Demonstrated continuing professional development
- Participation in quality assurance activities
- Participation in one or more of the following, (during rostered clinical support time)
 - Teaching or research
 - Organising audit
 - Clinical governance
 - Other role within Austin Health but outside of the unit/specialty
 - College role

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 organizational 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.



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- 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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