



PGY2+ Statewide Surgical Resident

Job Pack 2020

as at 3 April 2019

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About Surgical RMO

Introduction

The Surgical RMO Program is designed to provide PGY2+ trainees with maximum exposure to a variety of surgical rotations and experiences, enabling them to fulfil the prerequisites required to apply for Surgical Education Training (SET) with the Royal Australasian College of Surgeons (RACS). The incumbent will learn specialist skills in comprehensively assessing the patient and providing guidance for the management, investigation and ongoing treatment of the patient including discharge planning.

The Surgical RMO program is structured for trainees who are intending to register with the Royal Australasian College of Surgeons (RACS) and who are working towards entry into the Surgical Education and Training program (SET).

Positions are available at South Australian Local Health Networks including Central Adelaide Local Health Network (CALHN) comprising of the Royal Adelaide Hospital and the Queen Elizabeth Hospital, Southern Adelaide Local Health Network (SALHN) comprising of Flinders Medical Centre and Noarlunga Health Service and the Northern Adelaide Local Health Network (NALHN) comprising Lyell McEwin Hospital & Modbury Hospital.

Surgical RMO programs are available to trainees for a maximum of two years. Trainees who have completed two years in the Surgical RMO program may still apply for further years after the 2 in the program, but new candidates will be given preference. The process will be identical for both groups, with an application, interview, ranking, consideration of preferences followed by offers of employment.

The rotations offered are designed to provide the mandatory requirements for SET entry over a 2 year employment period. Once successfully completing requirements for SET training, RMO'S can apply to the various Colleges as a Candidate for their Training Programmes, to qualify to become a Fellow the College e.g. Royal Australasian College of Surgeons.

Rotations on offer slightly vary depending on the local health network:

CALHN: Breast/Endocrine, Burns, Colorectal, Cardiothoracic, Emergency, ENT, General Surgery, Intensive Care, Neurosurgery, Orthopaedic, Plastic Surgery, Spinal Surgery, Relieving, Surgical Cover, Urology, Upper GI and Vascular Surgery.

SALHN: Colorectal, Hepato-Pancreato-Biliary, Oesophago-Gastric, General & Gastro Intestinal Surgery, Vascular Surgery, Orthopaedics, Urology, Plastic Surgery, ENT, Neurosurgery, Cardiothoracics, Intensive Care, Emergency, Lates, Nights and Relieving

NALHN: ICU, Orthopaedics, Colorectal surgery and Urology.

Key dates

Applications open:	Monday 10 June 2019
Application close:	Monday 1 July 2019 (close at midnight)
Referee reports close:	Monday 15 July 2019
Shortlisting commences:	Monday 29 July 2019
Interviews:	19-20,22 August 2019
Round 1 results available to applicants:	Thursday 19 September (1 st preference matches only) Responses due 9:00 am Monday 23 September
Round 2 results available to applicants (excluding general training):	Thursday 26 September (2 nd or higher preference matches). Responses due 9:00 am Monday 30 September
Round 3 results available to applicants (excluding general training):	Thursday 3 October (3 rd or higher preference matches) Responses due 9:00 am Monday 7 October
Round 4 onwards (including general training):	Thursday 10 October (4 th or higher preference matches). Responses due 9:00 am Monday 14 October
Start date of employment:	Monday 3 February 2020

Number of positions across LHNs



Northern Adelaide Local Health Network (NALHN)

About NALHN

The Northern Adelaide Local Health Network (NALHN) provides acute and community health services for approximately 398,000 people living in the northern metropolitan area of Adelaide as well as providing tertiary services to a wider catchment area. The northern area of Adelaide is currently the highest population growth area in SA. This will mean that by 2026 it is expected a quarter of the state's population will live in the northern metropolitan catchment area.

NALHN comprises of two hospital sites. Lyell McEwin Hospital (LMH) is a major adult tertiary hospital, whilst Modbury Hospital (MOD) is developing as a centre for elective surgery and subacute specialty care including; rehabilitation, palliative care and older people's services; with an Emergency Department (ED), and Short Stay General Medicine Unit (SSGMU) on site. Other services provided by NALHN include GP Plus Health Care Centres and a Super Clinic, four dedicated Aboriginal healthcare sites, and a satellite dialysis centre. Mental health services are provided across community and hospital settings in NALHN, including adult and older persons and forensic services.

What you can expect from NALHN

Provide a short overview of the role, what should employees expect? Is it a two year role?	This is a one year role. In each term the Surgical RMO is expected to play a key role in the functioning of the unit. This involves supervision of interns and pitching in when and where needed. The RMO will be involved in assisting in Operating Theatres, Outpatients Department and the Emergency Department. The RMO plays a critical role in coordination of the work between the consultants and senior registrars and the interns and ward teams and their role is key to the smooth functioning of the unit.
What are the key outcomes of the program?	The Key outcomes will be for the RMO to get a feel for the different surgical specialities and experience the day to day functioning of the units. This will enable the RMO to make decisions for future choices or indeed cement surgical choices for future careers.
Are contracts renewed every 12 months?	12 Month Contract only.
What are the hours of work and overtime?	76 hours per fortnight, Plus Cover on Weekend Roster.
What education is provided?	Ongoing teaching sessions and tutes are held and there will be teaching on the go during Grand rounds, outpatients and theatre sessions. There are research opportunities available with ongoing projects at the departments. The RMO can involve themselves in these projects or indeed initiate projects if suitable.
Indicate how the supervision will be provided, will this vary from rotation to	Supervision will be provided at different levels in different units. While the RMO is directly under the supervision of the registrars and fellows of the units, they will also be supervised by the consultant in the units.

rotation?	The senior team members are always available to discuss troubleshoot and guide the RMO.
What other supports are provided?	Support and assistance of two full time Medical Education Officers. JMO Forums run by the Executive Director of Medical Services and Chief Executive Officer of NALHN - These forums allow Junior Medical Officers to share their experiences of working in NALHN, provide feedback and allow the CEO and EDMS to share important information directly with you. Library Service to assist with collating data for research and audit purposes.
Will the RMO supervise interns/others in their role?	Yes
What pathways are there after the year is completed?	The RMO can choose further pathways after this year which may be another year as a surgical RMO; apply for surgical (service) registrar jobs and can also apply to the College of Surgeons for surgical training.

Rotations at NALHN

The rotations are Colorectal, ICU, Orthopaedics and Urology; The successful applicants can preference the order of rotations.

Southern Adelaide Local Health Network (SALHN)

About SALHN

The Southern Adelaide Local Health Network (SALHN) provides care for around 360,000 people living in the southern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 7,000 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages, and currently provides surgical services across Flinders Medical Centre, Noarlunga Hospital, Flinders Private Hospital and GP Plus Care Centres and Super Clinics. In addition SALHN has a range of primary health care services across the southern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition, hospital substitution and avoidance programs targeted at chronic disease and the frail aged.

What you can expect from SALHN

<p>Provide a short overview of the role, what should employees expect? Is it a two year role?</p>	<p>The Surgical RMO will assist in the daily management of surgical patients admitted to the various Surgical Sub specialties within SALHN. The incumbent will learn specialist skills in comprehensively assessing the patient and providing guidance for the management, investigation and ongoing treatment of the patient including discharge planning. They will get opportunities to assist in theatres and gain exposure to a wide range of procedural and technical surgical skills.</p> <p>Training is provided over a 2 year period with Trainees offered a cross section of rotations to prepare them for the challenges of Surgical Training.</p>
<p>What are the key outcomes of the program?</p>	<p>The SALHN Surgical RMO program is designed to provide the experience, training and rotations required to prepare Trainees to apply for training with the Royal Australasian College of Surgeons (RACS).</p>
<p>Are contracts renewed every 12 months?</p>	<p>Contracts will be offered for 12 months with an offer to extend a second year subject to trainees submitting 3 monthly assessments and be performing at the required standard of a Surgical RMO. Surgical RMO's will not need to reapply through SAMET for their 2nd year if they meet the above requirements</p>
<p>What are the hours of work and overtime?</p>	<p>RMO contract hours per fortnight are 76 hours with a requirement in most units of additional hours to cover rostered shifts within their unit, totalling on average approximately 90 hours a fortnight rostered for each RMO. Start and finish times will vary depending on what unit. RMO's also work a few cover shifts each month in SALHN.</p> <p>Non rostered overtime is to be avoided whenever possible. Rosters are compliant with current EBA for Salaried Medical Officers (SA)</p>
<p>What education is provided?</p>	<p>Surgical RMOs will be exposed to a structured teaching and training</p>

	<p>program whilst in surgery. There are opportunities for Surgical RMO participation in major projects or higher degree studies. The Division of Surgery at Flinders Medical Centre hold Surgical RMO Teaching session fortnightly. Teaching involves topics related to all surgical sub-specialties and it's mandatory for all Trainee Medical Officers in surgical rotations at Flinders Medical Centre to attend.</p> <p>The division of Surgery also has an arrangement with Flinders University which allows for a small number of residents to take part in Anatomy Teaching each year. This can be accredited to Gen Surg SET application (as of March 2019).</p>
Indicate how the supervision will be provided, will this vary from rotation to rotation?	<p>Surgical RMOs will be directly supervised by the registrars and fellows on the unit as well as by the on call consultant for the week. Each unit has an allocated term supervisor who is responsible for overseeing the training of RMOs during their allocated time to the unit.</p> <p>Registrars and consultants can be contacted at all times after-hours by calling the registrar or escalating to consultant by phone or pager.</p>
What other supports are provided?	<p>The Chief Surgical Resident is responsible for managing and assisting with the supervision of all the Surgical RMOs. That person is also the term supervisor for the surgical nights and surgical relieving rotations. That person investigates patient complaints regarding trainees, conducts performance reviews and acts as a mentor to all Surgical Trainees.</p> <p>The Chief Surgical Resident invites a selected number of residents to take part in a Structured Program for General Surgery Applicants. This program is to streamline the pathways of those applying for General Surgery SET training. Monthly meetings are held to facilitate discussions on research projects, RACS SET selection processes, and other relevant issues.</p> <p>The Surgical RMO is primarily responsible for the management and support of all surgical trainees. This includes comprehensive human resources, recruitment and rostering; leave cover, orientation and education programs for all surgical trainees.</p>
Will the resident supervise interns/others in their role?	<p>The Surgical RMO will work very closely with the Surgical Interns within their unit. They will assist in the supervision of day to day duties within the unit.</p>
What pathways are there after the year is completed?	<p>Surgical RMO will be invited to undertake a second year with surgery and perioperative medicine (SAPOM). After this RMOs will then have the opportunity to apply for a SAPOM position as a Senior Surgical Resident through an application process. Alternately RMOs may wish to submit an application to the College of Surgeons for a Surgical training Position.</p>

Rotations at SALHN

We are currently able to offer the following surgical rotations in SALHN.

Core Surgical Rotations

- > Neurosurgery
- > Vascular Surgery
- > Plastics Surgery
- > Special skills ED (Plastics)
- > Orthopaedic Surgery
- > Cardiothoracic Surgery
- > Urology
- > ENT (Ear Nose & Throat Surgery)
- > Colorectal Surgery
- > Oesophago-Gastric Surgery
- > Hepato-Pancreato-Biliary Surgery
- > General & Gastro Intestinal Surgery
- > General Surgery Berri

Service Rotations

- > ICCU (Intensive Critical Care Unit)
- > Emergency Department
- > General Surgery Nights
- > Surgery Specials Nights
- > Relieving Surgery

It is expected that each Surgical Resident will complete 2 core rotations and 2 service rotations in their first 12 months. If a second year is undertaken the Surgical Resident can expect 3 core rotations and 1 service rotation dependent on staffing levels.

All new Surgical Residents will be emailed a 'Welcome to Surgery' pack which includes a rotation preference sheet as well as a leave request application. We request you advise what your future goals, career interests are and any important dates you will need off roster throughout the year e.g. exam dates, study periods, personal or family leave.

The Surgical TMO Manager will collate all the information provided and consider all requests when allocating preferences and leave for the year. Surgical Residents will receive a formal letter of offer for their allocated rotations. The Surgical TMO Manager will try their upmost to provide each Surgical Resident with at least 2 out of their top 4 preferences.

Central Adelaide Local Health Network (CALHN)

About CALHN

CALHN brings together the hospitals; Royal Adelaide Hospital (RAH), The Queen Elizabeth Hospital (TQEH), in addition to Hampstead Rehabilitation Centre, St Margaret's Rehabilitation Hospital, Glenside Health Service, Community Mental Health and a significant number of primary health care services. CALHN governs a number of Statewide services including SA Dental Service, SA Prison Health Service, SA Cancer Service, Breastscreen SA, DonatLife SA, SA Pathology, SA Medical Imaging and SA Pharmacy.

What you can expect from CALHN

Provide a short overview of the role, what should employees expect? Is it a two year role?	<p>The CALHN Surgical RMO program is designed to provide the experience, training and rotations required to prepare Trainees to apply for training with the Royal Australasian College of Surgeons (RACS).</p> <p>Training is provided over a 2 year period with Trainees offered a cross section of rotations to prepare them for the challenges of Surgical Training.</p>
What are the key outcomes of the program?	<p>The CALHN Surgical RMO program is designed to provide the experience, training and rotations required to prepare Trainees to apply for training with the Royal Australasian College of Surgeons (RACS).</p>
Are contracts renewed every 12 months?	<p>Contracts are renewed on an annual basis. Trainees need to submit 3 monthly assessments and be performing at the required standard of a Surgical RMO. Surgical RMO's will not need to reapply in their 2nd year if they meet the above requirement.</p>
What are the hours of work and overtime?	<p>Each unit is responsible for the formation of rosters. Rosters are compliant with current EBA for Salaried Medical Officers (SA)</p> <p>Surgical RMO will be required to work overtime from time to time.</p>
What education is provided?	<p>Surgical RMO's will be provided with regular education sessions via their respective units. In addition to CALHN workshops (ALS1, PLS, IPV, Simulation).</p>

Indicate how the supervision will be provided, will this vary from rotation to rotation?	Each unit has a nominated Term Supervisor
What other supports are provided?	Each site has a dedicated Director of Clinical Training – Surgery and a Medical Education Unit to support the Trainees.
Will the RESIDENT supervise interns/others in their role?	Surgical RMO's will be expected to provide supervision when required to Medical Students and Interns.
What pathways are there after the year is completed?	The rotations offered are designed to provide the mandatory requirements for SET entry, over 2 years. Once successfully completed SET, trainees can apply for the clinical rotations required for trainees to complete and meet the requirements to become a Fellow of the Royal Australasian College of Surgeons.

Rotations at CALHN

Breast/Endocrine, Burns, Colorectal, Cardiothoracic, Emergency, ENT, General Surgery, Intensive Care, Neurosurgery, Orthopaedic, Plastic Surgery, Spinal Surgery, Relieving, General Surgical Cover, Urology, Upper GI, Vascular Surgery

Selection into Surgical RMO positions

About the selection panel

Initial applications will be assessed by a Director of Clinical Training.

Applications that pass the first stage are then provided to the DCTs at a nominated site, in no specific order.

Each Local Health Network will assemble an interview panel. Each panel will contain a minimum of 3 interviewers with the Director of Clinical Training Surgery present.

Eligibility

- > Completed a medical degree
- > Have General Registration with the Medical Board of Australia
- > Have completed one intern year
- > Be available for a 12-month full-time contract commencing on the February start date
- > Applicants who have previously completed 2 years Surgical RMO may apply and may be interviewed and ranked but will not be offered positions until all new to Surgery applicants are ranked and offered and accepted positions according to their preferences.

Skills and knowledge required for the role

- > Previous experience working as an effective team member in a multidisciplinary team
- > Genuine empathy for patients and their relatives/family
- > Ability to communicate confidently and appropriately with patients and their family/relatives and other health professionals
- > Skilled in problem solving and decision making at both the clinical and individual level, at times under pressure and in stressful circumstances.
- > Commitment to patient and relative participation in patient care.
- > Competency in range of routine and common procedural ward-based skills.
- > Commitment to clinical audit.
- > Demonstrated commitment to continuing education, quality improvement, research and or teaching.
- > Ability to respond positively to change.

Selection Process

Our approach to selection

Recruitment into Surgery for the 2019 clinical year occurs via a state-wide approach. This means that your application will be assessed by members from each metro LHN in regard to short-listing,

interviewing and ranking.

If your application is shortlisted you will be invited to attend an interview, you will have one single interview for Surgery regardless of whether you preference multiple LHNs. Interviews will be face to face, and in some circumstances via teleconference (phone). Following interviews your application will be scored/ranked and depending on your score, SA Health may match you to an available position.

Entry into the program is competitive and we look for trainees who can demonstrate a desire to train at SA Health, have a good academic and clinical history, and are effective team players and communicators.

The selection process will involve assessing your:

- > Curriculum Vitae,
- > Cover letter
- > Referee reports,
- > Appropriate completion and submission of required documentation
- > An interview if selected.

Your application

Please provide:

- > Curriculum Vitae
- > Cover Letter

3x Referee reports (Make sure referee reports are completed by your nominated referees in the required timeframe).

Curriculum vitae

- > Contact information
- > Employment history
- > Education
- > Training and Professional Development
- > Research and Publications
- > Committee Representation

Cover letter

The following questions need to be addressed within the cover letter;

- Why are you considering a career in Surgery?
- What qualities and skills are required to be a successful Surgeon?
- Working a surgical roster can be demanding, please describe how you maintain a balance between work and personal commitments.
- Communication is an essential skill for maintaining patient safety. Please describe the elements of an effective handover.

Other application questions

There will no mandatory question in the application sheet, just the cover letter.

Interview

Successful applicants will be notified via email

Unsuccessful applicants will not be contacted

Interviews will be conducted by a Panel with a minimum of 2 interviewers.

The Statewide Coordinator will be available to provide feedback when rankings have been completed.

Contacts

NALHN

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SALHN

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CALHN

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Role Description

[View the Role Description here](#)

Still got questions?

Some websites that may assist you:

SA Health Salaried Medical Officers Enterprise Agreement 2017 [here](#)

Australian Health Practitioner Regulation Agency (AHPRA) registration standards [here](#)