



PGY2+ State-Wide Surgical Resident Medical Officer

Job Pack 2020

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About Surgical Resident Medical Officer (RMO) Program

Introduction

The Surgical RMO Program is designed to provide trainees of PGY2+ 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, comprising of Flinders Medical Centre (FMC) and Noarlunga Hospital (NH), Central Adelaide Local Health Network (CALHN) comprising of the Royal Adelaide Hospital and the Queen Elizabeth Hospital and Northern Adelaide Local Health Network (NALHN) comprising of Lyell McEwin Hospital & Modbury Hospital.

The Surgical RMO program is normally available to trainees for a maximum of two years. Due to COVID-19 Pandemic, Surgical Education Training (SET) positions are still uncertain on if they will be promoted further into training for 2021, meaning Surgical RMO positions may not be promoted either. Therefore, for 2021 the Surgical RMO Program has made an exemption for trainees to apply for a third year as a Surgical RMO. This means trainees who have completed two years in a Surgical RMO program may still apply for one more year in 2021. New candidates will be given preference, as they have not had the chance to complete a year as a Surgical RMO; all RMOs who have completed two years in the Surgical RMO program are required to apply through SAMET. An equal and fair recruitment and selection process will be conducted to ensure that new candidates applying for a Surgical RMO position are given preference and fairly scored during the merit process. Which includes an application submission, CV and Referee (minimum 2 referees), interview, and ranking of all these will be processes, considered by each individuals program and hospital 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 required components for SET training, RMO'S can apply to the college for their chosen field of surgical specialty through the Royal Australasian College of Surgeons.

Rotations on offer slightly vary depending on each Local Health Network.
See rotations listed below:

SALHN: Cardio-Thoracic Surgery, Colorectal, Emergency, General & Gastro Intestinal Surgery, General Surgery BERRI, HepatoPancreatoBiliary, Intensive Critical Care, Neurosurgery, OesophagoGastric, Orthopaedic, Otolaryngology Head and Neck Surgery (ENT), Plastic Surgery, Special Skills ED, Surgical Nights, Surgical Relieving, Urology and Vascular Surgery

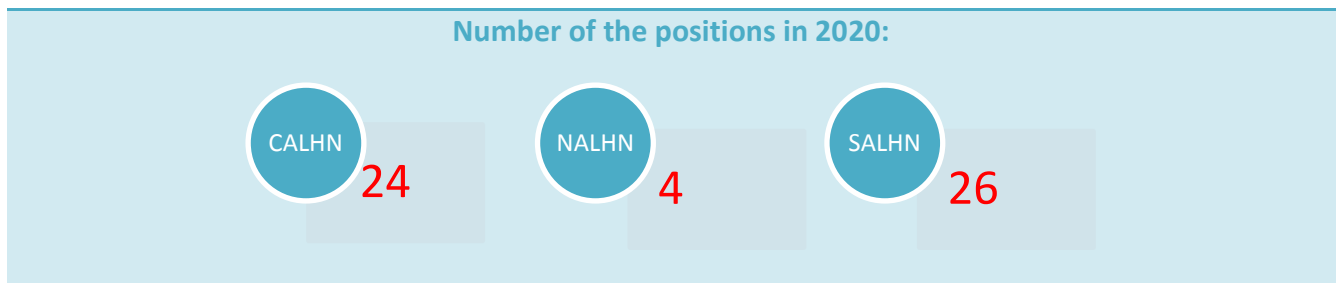
CALHN: Breast/Endocrine, Burns, Colorectal, Cardiothoracic, Emergency, ENT, General Surgery, Intensive Care, Neurosurgery, Orthopaedic, Plastic Surgery, Spinal Surgery, Relieving, Surgical Cover, Urology, Upper GI and Vascular Surgery.

NALHN: Intensive Critical Care, Orthopaedics, Colorectal and Urology Surgery.

Key dates

Applications open:	Monday 8 June 2020 (public holiday)
Applications close:	Wednesday 1 July 2020 (close at midnight)
Referee reports close:	Wednesday 15 July 2020
Shortlisting commences:	Thursday 30 July 2020
Interviews:	<p>**UPDATE**</p> <ul style="list-style-type: none"> CALHN – Interviews will be held on 19/08/2020 (Start at 8:15am located at TQEH) NALHN – Interviews will be held on 20/08/2020 (Located at Lyell McEwin Hospital) SALHN – Interviews will be held on 20/08/2020 (Start at 9am located at FMC) <p>Each network will be holding face to face interviews. A minimum of 3 people on the panel, which will include the Director of Training, TMO Manager or Medical Education Officer.</p>
Round 1 results available to applicants:	Thursday 17 September (1 st preference matches only)
Round 2 results available to applicants (excluding general training) :	Thursday 24 September (2 nd or higher preference matches).
Round 3 results available to applicants (excluding general training) :	Thursday 1 October (3 rd or higher preference matches)
Round 4 onwards (including general training) :	Thursday 8 October (4 th or higher preference matches).
Start date of employment:	Monday 1 February 2021

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

<p>Provide a short overview of the role, what should employees expect? Is it a two year role?</p>	<p>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 key role is to the smooth functioning of the unit.</p> <p>Surgical RMO training is normally available to trainees for a maximum of two years. Due to COVID-19 pandemic, Surgical Education Training (SET) positions are not being promoted further into training for 2021, which means Surgical RMOs will not be able to further into training positions. For 2021, the Surgical RMO program will be available to trainees to apply for a third year as a Surgical RMO. All RMOs applying for a third year of Surgical RMO will need apply online through SAMET.</p>
<p>What are the key outcomes of the program?</p>	<p>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.</p>
<p>Are contracts renewed every 12 months?</p>	<p>12 Month Contract only.</p>
<p>What are the hours of work and overtime?</p>	<p>76 hours per fortnight, Plus Cover on Weekend Roster.</p>

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 rotation?	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. The senior team member s 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

Southern Adelaide Local Health Network (SALHN) is the southern area's largest hospital and provides medical services for 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. Flinders Medical Centre Hospital is also co-located with the Flinders University School of Medicine and Flinders Private Hospital.

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 position will assist in the daily management of surgical patients being admitted to various Surgical Sub specialties within SALHN, while working as a team with consultants, Senior Registrars, Registrars, RMOs and Interns. The incumbent will learn specialist skills by comprehensively assessing patients and providing guidance and management plans, investigation and ongoing treatment of patients, including discharge planning. Get opportunities to assist in operating theatres and be exposed to a wide range of procedural and technical surgical skills.</p> <p>Surgical RMO training is normally available to trainees for a maximum of two years. Due to COVID-19 pandemic, Surgical Education Training (SET) positions are uncertain of being promoted further into training for 2021, meaning Surgical RMOs may not be able to step up into SET positions. For 2021, the Surgical RMO program will be available to trainees to apply for a third year as a Surgical RMO. All RMOs applying for a third year will need to apply online through SAMET.</p>
<p>What are the key outcomes of the program?</p>	<p>Be provided with the rotations for Surgical Educational Training (SET) gain experience, training and education required to prepare Trainees to apply for SET with the Royal Australasian College of Surgeons (RACS).</p>
<p>Are contracts renewed every 12 months?</p>	<p>A 12 month contract is provided to successful candidates.</p> <p>An extension for a further 12 months can be offered through SALHN if the trainee successfully meets the required merits of SALHN Division of Surgery. This includes liaising with the Surgical TMO Manager, providing successful end of term and mid-term assessments, participate in education and training while providing positive and safe cultural awareness to their team while showing improvements to continue on in the field of surgery as a Surgical RMO. Surgical RMO's will not need to reapply through SAMET for their 2nd year if they meet the above</p>

	requirements. All RMOs applying for a third year of Surgical RMO will need apply online through SAMET.
What are the hours of work and overtime?	<p>A full time contract is offered of 76 hours per fortnight minimum unless there is a suitable need for part-time hours (could possibly be negotiated if meets the business needs too). Will be required to work after-hours, weekends and be paid for all additional hours and overtime worked. Rostered hours also vary depending on each surgical sub-specialty unit. RMOs may also be required to participate on the FMC and NH after-hours roster.</p> <p>Non rostered overtime is to be avoided whenever possible and all rostering is compliant with current 2017 Salaried Medical Officer (SA) Enterprise Bargaining Agreement.</p>
What education is provided?	<p>Surgical RMO's will be provided with regular education sessions via their respective units. Majority of the RMOs education will be provided daily during their rotation working with their superiors during ward rounds, management of surgical patients and planning care and discharge of patients.</p> <p>In addition to SALHN workshops (ALS1, Simulation, Anatomy Workshops, Surgical RMO Teaching Sessions)</p>
Indicate how the supervision will be provided, will this vary from rotation to rotation?	Surgical RMOs are allocated a term supervisor for each rotation and will be directly supervised by the Registrars, Senior Registrar and Consultant on their unit.
What other supports are provided?	SALHN has one dedicated Chief Surgical Resident (Director of Clinical Training) and a Medical Education Unit to support SALHN Surgical Trainees. Also available is the Surgical TMO Management Unit to support the trainees, both located at FMC Hospital.
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?	<p>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.</p> <p>Surgical RMOs may also be invited to undertake a second year at SALHN or apply for Surgical Senior RMO posts. In addition, there are a number of Surgical Service Registrar positions across a variety of surgical sub-specialties.</p>

Rotations at 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
- > HepatoPancreatoBiliary Surgery
- > General & Gastro Intestinal Surgery
- > General Surgery BERRI
- > ICCU (Intensive Critical Care Unit)

Service Rotations

- > Emergency Department
- > General Surgery Nights
- > Special Surgical Nights
- > Surgical Relieving

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 State-wide services including SA Dental Service, SA Prison Health Service, SA Cancer Service, Breast Screen SA, Donate Life 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>Surgical RMO training is normally available to trainees for a maximum of two years. Due to COVID-19 pandemic, Surgical Education Training (SET) positions are uncertain of being promoted further into training for 2021, which means Surgical RMOs, may not be able to further into training positions. For 2021, the Surgical RMO program will be available to trainees to apply for a third year as a Surgical RMO. All RMOs applying for a third year of Surgical RMO will need apply online through SAMET.</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?	<p>Each unit has a nominated Term Supervisor</p>

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 (DCTs)

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

- > Successfully completed Bachelor of Medicine Bachelor of Surgery Degree
- > Have General Registration with the Medical Board of Australia
- > International Medical Graduates (IMG) can apply on Competent Authority Pathway
- > 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 2021 clinical year occurs via a state-wide approach. This means that your application will be assessed by members from each SA Metro LHN in regards to short-listing, interviewing and ranking.

If your application is shortlisted you will be invited to attend a video interview, you will have one single interview for Surgery regardless of whether you preference multiple LHNs. Interviews will most likely be video calls but face to face interviews may occur. Following interviews **your application will be scored and** 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 (Minimum of 2 provided, provide 3 if possible?)
- > Appropriate completion and submission of required documentation
- > An interview if selected

Your application

Please provide:

- > Curriculum Vitae
- > Cover Letter
- > 3x Referee reports – minimum of 2 referee reports is acceptable (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 state-wide coordinator will be available to provide feedback when ranking has been completed.

****UPDATE****

CALHN – Interviews will be held on 19/08/2020 (Start at 8:15am located at TQEH)

NALHN – Interviews will be held on 20/08/2020 (Located at Lyell McEwin Hospital)

SALHN – Interviews will be held on 20/08/2020 (Start at 9am located at FMC)

Each network will be holding face to face interviews.

A minimum of 3 people on the panel, which will include the Director of Training, TMO Manager or Medical Education Officer.

Contacts

NALHN

Medical Management Facilitator
Division of Surgical Specialties & Anaesthetics

Name: Teagan Linke
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Email: Teagan.Linke@sa.gov.au

SALHN

Surgical TMO Manager - State-Wide Coordinator

Name: Lisa Brown
Telephone: (08) 8204 5887
Email: Lisa.Brown@sa.gov.au

Surgical TMO Manager

Name: Kelly Hall
Telephone: (08) 8204 5887
Email: Kelly.Hall2@sa.gov.au

CALHN

Medical Education Officer

Name: Natalie Hickman
Telephone: (08) 8222 8423
Email: Natalie.Hickman@sa.gov.au

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](#)