



PGY2+ Statewide General Training/ General Practice Training

Job Pack 2022 clinical year



as at April 2021

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About General Training/ General Practice Training

Introduction

The General Trainee (GT) Program is for prevocational trainees who are yet to decide on which specialty pathway to take or for General Practice (GP) trainees who require 12 months hospital experience prior to rotating to the community.

You should expect to receive a well-balanced training program with rotations allocated to multiple different specialties.

SA Health Local Health Networks (LHNs) have a medical education team, which includes Director Clinical Training, Medical Education Officers and Medical Education Registrars who are available for pastoral care and training support.

Central Adelaide Local Health Network, Northern Adelaide Local Health Network and Southern Adelaide Local Health Network recruit positions as a statewide network. Information on Rural GT/GP positions can be found [here](#). Women's and Children's GT/GP positions have been renamed to Women's and Children's Prevocational Resident Program, information can be found [here](#).

Key Dates

Applications open:	Monday 7 June 2021
Applications close:	Wednesday 30 June 2021 (close at midnight)
Referee reports close:	Wednesday 14 July 2021
Shortlisting commences:	Thursday 29 July 2021
Interviews:	The Statewide General Trainee/GP Trainee interview will be via pre-recorded video interviews. Recorded video interviews will be available for the week from <TBA>. This unique interview uses the world's latest technology and allows the applicant to complete the interview at their convenience.
Round 1 results available to applicants:	Thursday 16 September 2021 (1 st preference matches only)
Round 2 results available to applicants (excluding general training):	Thursday 23 September 2021 (2 nd or higher preference matches)
Round 3 results available to applicants (excluding general training):	Thursday 30 September 2021 (3 rd or higher preference matches)
Round 4 onwards (including general training):	Thursday 7 October 2021 (4 th or higher preference matches)
Start date of employment:	Monday 7 February 2022

Number of positions in 2021 clinical year



Northern Adelaide Local Health Network (NALHN)

About NALHN

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. Currently, the Northern area of Adelaide has the highest population growth in SA. It is forecast that by 2026 a quarter of the State's population will live in the NALHN catchment area.

NALHN comprises 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 sub-acute specialty care.

More than 3,800 skilled staff provide high quality patient care, education, research and health promoting services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

NALHN comprises over 550 inpatient beds, with 410 of these at LMH and 140 at Modbury Hospital. Library services are located at both sites with Librarians always willing to assist with research. The Library can also be used as a quiet area for study. Both hospitals operate Emergency Departments that operate 24 hours a day, seven days a week and have extended care units to support brief inpatient stays in the ED.

Lyell McEwin Hospital is the major hospital in the North and North East for emergency, complex and multi-day surgery and medicine. Residents of the North and North East of Adelaide have access to a comprehensive 24/7 orthopaedic trauma service and support for other medical emergencies including a Cardiovascular Intervention Suite (CVIS) and interventional radiology services.

Modbury Hospital is the major rehabilitation and sub-acute medical services hub for the North and North Eastern area, whilst also becoming a high volume 72-hour and same day elective surgery centre and associated High Dependency Unit (HDU). The state-of-the-art rehabilitation centre at Modbury Hospital has eighteen treatment rooms, a gym, hydrotherapy pool, a laboratory for analysing patient mobility, prosthesis services and a kitchen where clients can re-learn and practice everyday tasks. Geriatrics, Palliative Care, Short Stay General Medicine Unit (SSGMU) and Psychiatry services are also present at Modbury Hospital.

Modbury Hospital has an expanded one stop Breast Service, providing women with access to a breast surgeon, a radiologist and a breast care nurse in the same location on the same day.

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, older persons and forensic services.

What you can expect from NALHN

Provide a short overview of the role, what should employees expect?

PGY2+ General Training/General Practice Training positions within the Northern Adelaide Local Health Network will provide a challenging and rewarding year, personally and professionally. The position offers temporary employment for one year, comprised of four equal terms of 13 weeks in roles across the wide range of Units and Divisions which are listed below.

The position will offer a range of diverse opportunities to consolidate and develop knowledge, skills and attitudes, whilst building on skills and knowledge attained in internship and other medical officer positions.

PGY2+ Trainee Medical Officers appointed to NALHN will be assigned to rotations which may encompass terms at both Lyell McEwin Hospital and Modbury Hospital where they will be well supported by colleagues.

Where possible, terms will be matched to best suit the needs and requests of the employee, with goals to aid career progression and future employment opportunities.

What are the key outcomes of the program?

This role aims to provide broad exposure and experience in a variety of medical and surgical specialities, whilst ensuring trainee safety and welfare by providing well supported positions.

The Trainee Medical Officer Unit (TMOU) aim to ensure that the year of employment should offer terms that will assist the medical officer meet requirements for future career choices; some highly sought after positions are limited and as such allocation to these terms is competitive. The TMOU and the Postgraduate Medical Education Unit (PMEU) will do their utmost to ensure that rotations where possible are as the applicant prefers, whilst maintaining equality and fairness for all applicants.

The TMOU and PMEU have a strong focus on wellness and wellbeing and are working to improve the rotations we offer. They strive to seek your feedback and use it to improve the rotations. This is done while ensuring the anonymity of trainees so that psychological safety is maintained.

Are contracts renewed every 12 months? If I want to stay on for an extra year, do I have to apply again?

Contracts are not automatically renewed.

Should a medical officer wish to continue within NALHN as a PGY2+ General Training/General Practice Training Medical Officer for an additional year, they will need to reapply through the Statewide SA MET application process.

What are the hours of work and overtime?

Regular hours of work are 76 hours per fortnight. These hours will be rostered on an individual basis for each role, as determined by the specific Units and Divisions. These hours will be specified in term descriptions provided at the commencement of the term or during orientation to NALHN.

Overtime will sometimes be required by certain roles, and will be provided for as per requirements the SA Health Salaried Medical Officers Enterprise Agreement 2017.

What education is provided?

NALHN hospitals provide a comprehensive educational program based on the Australian Curriculum Framework for Junior Doctors (ACFJD).

All TMOs receive a comprehensive orientation and induction program at the commencement of employment with NALHN. TMOs are supported throughout the year at each site by a medical education team from the Postgraduate Medical Education Unit, comprised of the Director of Clinical Training (DCT) Medical Education Officers (MEO) and Medical Education Registrar (MER).

Education opportunities include, but are not limited to:

- > Weekly tutorials covering a broad range of medical and surgical topics of interest held at the Lyell McEwin Hospital and video conferenced across sites
- > Weekly 'Medical Grand Round' at both sites with guest speakers presenting various topics
- > Clinical skills training sessions are scheduled throughout the year
- > Teaching that is more relevant to specific TMO positions will occur in each term/division to supplement the work experience. This may include tutorials, demonstrations, journal clubs and morbidity and mortality conferences
- > MET Training simulation sessions as part of combined sessions with ICU Registrars and TMOs
- > Postgraduate Medical Education Unit teaching activities are evaluated. This information is used to improve the sessions presented and for quality assurance.
- > Research opportunities, including the Ellen Price Award at Modbury Hospital for a trainee presenting original research, and Research Day at Lyell McEwin Hospital, where trainees with original research have an opportunity to present to the NALHN community are held yearly.

Indicate how the supervision will be provided, will this vary from rotation to rotation?

Supervision will be provided by Registrars and Consultant Staff from the respective Divisions and Units. The Postgraduate Medical Education Unit and Trainee Medical Officer Unit provide support to the Units and Divisions, and are involved in formal assessment procedures.

Each TMO role will have an allocated Term Supervisor as well as other senior team members who will directly or indirectly support you.

What other support is provided?

The Post Graduate Medical Education Unit (PMEU) staff at each site is available to provide support, guidance and education throughout your TMO terms. They are available for your welfare/wellbeing support and debriefing whenever required.

The Trainee Medical Officer Unit (TMOU) on site will support your administration requirements.

Both the TMOU and the PMEU are useful sources of information.

The NALHN TMO Society gladly welcomes new members. The TMO Society holds regular social activities to encourage camaraderie and a positive working culture amongst Junior Medical Officers.

A peer mentoring program has also recently been adopted which provides those Interns interested in this form of support a mentor for the year in the form of a willing PGY2+ Medical Officer. If any newly recruited Medical Officer is keen to join the Mentorship program please contact the staff in the Postgraduate Medical Education Unit.

Library Services are available at both major hospital centres within NALHN. Both have Librarians at hand who are ready, willing and experienced to assist with research.

Both Lyell McEwin Hospital and Modbury Hospital offer on-site parking, with LMH providing the safety of a high-rise locked compound for secure parking. Modbury Hospital also offers secure parking with gated parking lots. Both sites have local security officers patrolling the parking areas, and monitoring the hospital for the safety and security of all employees, patients and visitors.

NALHN prides itself on promoting staff wellness. By investing in the junior medical officers that choose to work in the North and by constantly striving to ensure quality in the rotations, education and support they receive, NALHN hopes these junior doctors will become their Consultants of the future.

Will the TMO supervise interns/others in their role?

TMOs will be expected to provide supervision in various roles to junior medical officers of lesser experience including interns and medical students where applicable.

Although formal supervisory capacity will remain with advanced trainees and consultant staff as allocated with each role, day-to-day supervision and education should be provided to staff from any members of staff that are capable of doing so. This may include a wide variety of tasks and skills, such as supervision of ward procedures, clinical skills, documentation and general management principles.

Regarding formal assessment, TMOs may be called upon to provide feedback to Senior staff regarding colleagues, junior medical officers, interns as well as medical students in an attempt to obtain a complete picture of the subject's progress during the term.

What pathways are there after the year is completed?

Applicants who successfully complete the year of PGY2+ General Training/General Practice Training will have options to reapply to another PGY2+ positions through the Statewide SA MET application process. Alternatively, if pre-requisite rotations have been fulfilled, and the trainee attains a level of experience and development determined by the Individual Colleges to be suitable for accredited training in that given field, the trainee can seek new opportunities in such training programs. We will endeavour to provide trainee positions that will assist with these future career paths, within Emergency, Critical Care, Surgical, Medicine, Paediatric, Obstetric and Gynaecology and Mental Health sub-specialties.

Rotations at NALHN

Women's and Children's Division

- > Paediatrics (LMH)
- > Obstetrics and Gynaecology (LMH)

Critical Care Division

- > Emergency Medicine (LMH and Modbury)
- > ED based Paediatrics (LMH)
- > High Dependency Unit PGY3+ 6 month rotation (Modbury)
- > Intensive Care Unit (LMH)

Division of Medicine

- > Acute Medical Unit - 7 on/off (LMH)
- > Acute Medical Unit Nights - 7 on/off (LMH)
- > General Medicine (LMH)
- > Haematology (LMH)
- > Cardiology (LMH)
- > Short Stay General Medical Unit - 7 on/off (Modbury)
- > Medical Nights - 7 on/off (Modbury)
- > Afterhours Clinical Medical Lead (ACML) - 7 on/off PGY3+ (LMH)

Division of Surgery

- > Upper GI Surgery (LMH)
- > Breast/Endocrine Surgery (LMH)
- > Orthopaedic Surgery (NALHN)
- > General Surgery (Modbury)
- > Anaesthesia (NALHN)
- > Acute Surgical Unit Nights - 7 on/off
- > Colorectal Surgery

Division of Aged Care, Rehabilitation and Palliative Care

- > Acute Care of the Elderly (ACE) (LMH)
- > Geriatric Evaluation and Management (GEM) (Modbury)
- > Rehabilitation Medicine (Modbury)
- > Palliative Care (Modbury)

Northern Mental Health

- > Adult Psychiatry (Modbury and LMH)
- > Mental Health Short Stay (LMH)

Additional Roles

- > Radiology (LMH)
- > Relieving (NALHN)
- > Hospital after Hours nights - 7 on/off (Modbury) (covering short calls to surgical ward, aged care, rehabilitation, palliative care and psychiatry).

Allocation Process

Applicants are invited to submit preferences for preferred rotations. Directors of Clinical Training and Heads of Unit (HOU) where appropriate are involved in the allocation of rotations. All applicants' preference sheets and comments are reviewed by the Postgraduate Medical Education Unit (PMEU).

For highly subscribed rotations, applicants are invited to provide a one-page submission explaining their career goals and how their preferred rotation(s) will help achieve their goals. Submissions are requested as and when necessary. Submissions are reviewed, along with CV content, courses completed and overall State wide ranking by the HOU and PMEU.

GP Trainees are allocated Paediatric and O&G rotations as a priority.

Southern Adelaide Local Health Network (SALHN)

About SALHN

Southern Adelaide Local Health Network (SALHN) comprises Flinders Medical Centre (FMC), Noarlunga Hospital (NH), Repat Health Precinct (RHP) and has strong partnerships with Flinders University.

SALHN provides care for around 341,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide 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.

Trainee Medical Officers (TMOs) employed by SALHN are offered rotations at the three sites and as such have a selection of rotations and location.

Primary Health and Transition services delivers a range of services across the southern metropolitan area of Adelaide, with a focus on providing chronic disease management programs in the community, as well as transition, hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Southern Mental Health provides a range of integrated services across community and hospital settings, targeted at all age groups, in collaboration with non-Government organisations.

TMOs are well supported and supervised and SALHN provides an excellent tutorial program. The Trainee Medical Officer Unit, Education Team offer pastoral care and support for trainees experiencing difficulty.

What you can expect from SALHN

Provide a short overview of the role, what should employees expect?

Allocations of rotations are in consultation with the relevant consultants in the Divisions and consideration is also given to TMOs preferences and their training needs. TMOs should expect a well-balanced year, great opportunity for learning and the ability to take their leave entitlements. There are times that this may require some negotiation as not everyone can have leave at the same time, but there are enough relievers to cover entitlements.

What are the key outcomes of the program?

This is a general year and one should expect rotations across various specialities. It will be a year of increasing knowledge and skills and hopefully contribute to long term career planning.

Are contracts renewed every 12 months? If I want to stay on for an extra year, do I have to apply again?

Contracts are not automatically renewed. There is capacity to negotiate an extension and this would also be subject to satisfactory term assessments.

What are the hours of work and overtime?

Rostered hours would vary with different units/divisions. On average you would expect to work 40-45 hours per week. Most rosters are over seven days. TMOs are required to record actual hours that they work on their timesheet and are paid for those hours.

What education is provided?

The Medical Junior Education, Training and Skills (Medi-JETS) Program includes tutorial and clinical skills sessions on a wide range of disciplines. The educational sessions are scheduled on one Thursday afternoon of each month (commencing February) from 13:00-16:30 and we encourage TMOs to attend. The format of the program is as follows:

- > 13:00-13:50 Didactic tutorial
- > 14:00-14:50 Didactic tutorial
- > 15:00-16:30 Clinical Skills

Each specialty has their own teaching program which includes consultant teaching, journal club, ground round, radiology meeting, mortality and morbidity meeting, presentation just to name a few.

Indicate how the supervision will be provided, will this vary from rotation to rotation?

Consultants are on call 24/7 via switchboard. The teams' Registrars and TMOs are available via DECT or text pagers.

What other supports is provided?

For grievances and interpersonal problems in the workplace TMOs are encouraged to attempt to deal with it at that level. It is suggested to find a member of the unit e.g. Registrar, Consultant, Term Supervisor, who will review with the TMO the nature and importance of the problem and then advise the TMO or act as advocate. If that is not appropriate TMOs are encouraged to speak to their Divisional Director or deputy or DCT. If all else fails, contact the TMO Unit for a copy of the Grievance Procedures.

TMOs who are experiencing difficulty, either personal or knowledge deficits, are able to access the TMO unit Education team who are available for pastoral care and support.

Will the TMO supervise interns/others in their role?

As a general trainee you will be responsible for supporting the intern and medical student on your team.

What pathways are there after the year is completed?

If you have General Registration with AHPRA then most college accredited training opportunities are available to apply for.

Rotations at SALHN

- > General Gastric Intestinal Surgery
- > Neurosurgery
- > Cardiothoracic,
- > Vascular
- > Orthopaedics
- > Urology
- > Surgical Relieving
- > General Medicine
- > AMU
- > Stroke
- > Cardiology
- > Medical Nights
- > Medical Relieving
- > Geriatric Evaluation Management (GEM)
- > Pain Unit
- > Palliative Care
- > ICCU
- > General rehabilitation
- > Neurorehabilitation
- > Musculoskeletal/amputee rehabilitation
- > Anaesthetic/Emergency Department
- > Emergency Department
- > Obstetrics and Gynaecology
- > Paediatric
- > Psychiatry
- > South Coast District Hospital (Rural)

Central Adelaide Local Health Network (CALHN)

About CALHN

The Central Adelaide Local Health Network (CALHN) comprises of the Royal Adelaide Hospital and The Queen Elizabeth Hospital as the major health sites within the LHN. CALHN was created in 2011 as the first step in the long term reform of South Australia's health system and is seeking to develop new and innovative models of healthcare delivery to improve health outcomes for its client base.

The Central Adelaide Local Health Network (CALHN) is geographically based in the city of Adelaide. Its catchment spans from Outer Harbor in the North West to Mount Osmond in the South East.

General Trainees/GP Trainees at CALHN may be expected to rotate to the Royal Adelaide Hospital, The Queen Elizabeth Hospital, Hampstead Rehabilitation Centre, Glenside Health Service, Women's and Children's Hospital, and Royal Darwin hospital. There are approximately 100 positions within the CALHN GT/GPT program.

Rotations are available in Acute/General Medicine, Cardiology, Aged Care, Palliative Care, Rehabilitation Medicine, Brain Injury Rehabilitation, Neurology/Stroke, Sexual Health, Gynaecology, Orthopaedics, Neurosurgery, Urology, Emergency, ICU, Anaesthesia, Haematology, Radiation Oncology, Psychiatry, Radiology, MER (Medical Emergency Response) as well as service terms such as Medical/Surgical Special Nights and Relieving.

What you can expect from CALHN

Provide a short overview of the role, what should employees expect?

The Program is intended to provide junior medical practitioners with a supervised framework for developing clinical competency, with the appreciation that they will have different training needs and goals towards their intended career path.

What are the key outcomes of the program?

- > To provide comprehensive training in a variety of medical disciplines that will broaden the medical experience of the trainee in preparation for entering a more specialised Program.
- > The placements will encompass diagnostic, technical, analytical, interpersonal and communication skills as well as teaching philosophy and attitude pertinent to good medical practice.
- > To provide a supportive and collegial atmosphere where individual trainees view themselves as an important and integral part of this institution and where their needs and concerns are addressed and catered for.
- > To provide a balanced and positively rigorous training program.

Are contracts renewed every 12 months? If I want to stay on for an extra year, do I have to apply again?

Contracts are not automatically renewed. For an additional year of training you will have to re-apply for a position.

What are the hours of work and overtime?

Full time is 76 hours per fortnight. Rostered overtime is common and the amount will vary according to the unit and the roster.

Non-rostered overtime should be expected during busy periods or when there are staff shortages within the department.

Part time contracts can be negotiated with Medical Administration upon application.

What education is provided?

This program provides ongoing educational and training opportunities in response to the changing needs of General Trainees as you progress through your clinical rotations. These are practical, case-based discussions guiding you on how to solve problems that you can expect to experience in your daily practice.

- > General/Surgical Training Program – Protected Training Time.
- > Weekly Surgical Units Teaching Meetings (for JMOs doing surgical terms).
- > Weekly Emergency Department Teaching Meetings (for JMOs doing Emergency Medicine term).
- > Ward Rounds and Individual Unit Teaching Meetings.
- > Weekly Medical Grand Rounds.
- > TMO simulation training.
- > Emergency Medicine teaching.
- > Ward teaching and MBT meetings.
- > ALS workshops.
- > Career development workshops.
- > Cultural training.
- > Intimate Partner Domestic Violence Training.
- > Paediatric Life Support.
- > Journal clubs.
- > Neer-Peer mentoring.
- > Mindfulness.
- > Code Blue/MET Training.

Indicate how the supervision will be provided, will this vary from rotation to rotation?

Directly supervised by consultants as nominated in clinical departments.

All General Trainees will be formally assessed at the completion of each clinical term. The summative assessment process will involve the completion of an assessment form in discussion between the General Trainee and a Consultant member of the unit, who should represent the consensus of the unit.

In addition, it is expected that General Trainees will have undertaken a mid-term review of learning objectives with their Registrar or Consultant, as well as sought regular formative feedback on clinical and academic performance throughout the attachment.

What other support is provided?

Both RAH and TQEH have on-site Medical Education Officers, whom can be contacted with regards to pastoral care issues.

Medical Administration at RAH and TQEH can provide support with regards to annual / PD leave and human resources functions.

The Director of Clinical Training for GTs/GPTs, Dr Ken Lim, can provide assistance and guidance with regards to career progression and training support.

Will the TMO supervise interns/others in their role?

GTs/GPTs supervise Interns and Medical Students on their clinical unit, if applicable.

What pathways are there after the year is completed?

For those seeking a future career in Physician, General Practice, Surgical, Radiology or Critical Care Training, a year as a GT/GPT in CALHN provides you with the support for a great stepping stone toward your ultimate career pathway.

Rotations at CALHN

RAH Rotations:

- > Anaesthesia RAH
- > Cardiology RAH
- > Emergency Medicine RAH
- > General Medicine RAH
- > Gynaecology/Oncology RAH
- > Haematology RAH
- > ICU RAH
- > Neurosurgery RAH
- > Orthopaedic Medicine RAH
- > Palliative Care RAH
- > Physician Relieving RAH
- > Radiation Oncology RAH
- > Radiology RAH
- > Relieving – General RAH
- > Relieving Surgery RAH
- > Sexual Health RAH
- > Stroke RAH
- > Trauma / ASU RAH
- > Specialty Nights RAH
- > Urology RAH
- > Vascular RAH
- > MER ICU RAH
- > MER AAU RAH

TQEH Rotations:

- > Acute Medical Unit TQEH
- > Anaesthesia TQEH
- > Cardiology TQEH
- > Emergency Medicine TQEH
- > General Medicine TQEH
- > Geriatrics TQEH
- > Gynaecology TQEH
- > ICU TQEH
- > Orthopaedics TQEH
- > Pain Management Unit TQEH
- > Palliative Care TQEH
- > Psychiatry – Cramond
- > Psychiatry – ED TQEH
- > Radiology TQEH
- > Relieving – General TQEH
- > Physician Relieving TQEH
- > Relieving – Surgery TQEH
- > Respiratory TQEH
- > Urology TQEH

Offsite Rotations:

- > Paediatrics ED WCH
- > O&G WCH
- > WCH Reliever
- > Rehabilitation Medicine – HRC
- > Brain Injury Rehabilitation – HRC
- > Spinal Injury Unit HRC
- > Psychiatry – Eastern Acute Glenside
- > Psychiatry – Western Community
- > Radiation Oncology Darwin

Allocation Process

We will make every effort to allocate terms to meet your professional and educational requirements. Please remember that we are required to meet the needs of a large group of trainees and we try to be as fair as possible to everyone.

Applicants are invited to submit preferences for preferred rotations. The Director of Clinical Training, Medical Education Officers, Medical Administration Officers and Department Directors of Training are involved in the allocation of rotations.

Selection into General Training/ General Practice

About the selection panel

The selection panel are Directors of Clinical Training, Chief Resident and Medical Administration Managers from SA Health Local Health Networks (CALHN, NALHN, SALHN). There are four teams and each team has representatives from each LHN.

Eligibility

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent.
- > Registrable with the Medical Board of Australia as a Medical Practitioner with General Registration.

Skills and knowledge required for the role

- > High level of skills in negotiation and communication and the ability to communicate confidently and appropriately with patients and their families/relative and other health professionals.
- > Skilled in problem solving and decision making at both the clinical and the individual level, at times under pressure and in stressful circumstances.
- > Previous experience working as an effective team member in a multi-disciplinary environment.
- > Possess basic skills in patient assessment and in ward procedures.
- > Demonstrate a commitment to providing a quality service to patients and their families including the involvement of patients in their own medical outcomes.
- > Can effectively use organisational skills (incorporating documentation, time management skills, critical thinking and priority setting).
- > Demonstrated commitment to continuing education, quality improvement, research and or teaching.
- > Knowledge of contemporary medical practice and procedures appropriate to the level of the position.
- > Knowledge of investigations and treatments appropriate to the level of the position.
- > Knowledge of Work, Health and Safety principles and procedures.

Selection Process

Our approach to selection

Recruitment and allocation for General Training/General Practice (GT/GP) Trainees in metropolitan South Australia is undertaken as a state-wide, centralised process (for CALHN, SALHN, NALHN). Applicants who meet the eligibility criteria for employment in SA Health will be screened for suitability and ranked accordingly.

- > Applicants CVs are scored, reference reports are screened to ensure criteria of 2 reports was met, and any concerns highlighted.
- > The State-Wide GT/GP Recruitment interview process uses the MMI method – This involves the candidate answering 3 short answer situational questions under timed conditions.
- > Candidates scores are aggregated using a formula weighting the candidates:
 - 1 - Total score
 - 2 - CV Score
 - 3 - Total Interview Score
 - 4 - Question 2
 - 5 - Question 1
 - 6 - Question 3

Implementing this weighting formula resulted in the effective sorting markers to the data captured through the recruitment process; additionally this ensures that no applicants are placed 'by default' and drastically minimises the phenomenon of candidates being ranked as equal.

Candidates that are flagged as having concerns will have their recruitment files reviewed (CVs, References, and interview scores) by the Review Committee (membership Director Clinical Training).

Your application

All general training applicants are required to provide a CV and a minimum of two completed referee reports.

Curriculum Vitae

Evidence of the following is required:

- > Undergraduate excellence by way of awards, academic scores, leadership
- > Post graduate excellence including evidence of higher qualifications and/or contributions to the field of medicine by way of publications/education programs
- > Outstanding achievement in more than one area of research, quality improvement and teaching.
- > Participation in continuing professional development in multiple fields
- > Seeking additional, higher education experiences beyond the immediate position
- > Extracurricular activities (i.e. JMO forum, committees)

Cover letter

Not required

Other application questions

N/A

Interview

Recorded video interviews will be available for one week in August (dates to be confirmed). This unique interview uses the world's latest technology and allows the applicant to complete the interview at their convenience.

The State-wide GT/GP Recruitment interview process uses the MMI method – This involves the candidate answering three short situational questions under timed conditions (two minute reading time and four minutes response time).

Each question is scored on how well the candidates provides an example of clear and sound reflection on their role in the situation and/or their learning re how to respond in a future situation.

Applicants are shortlisted and notified of their interview by email. All relevant information about the recorded video interview process will be in an email. The contact person will be noted in the signature block of the email.

Review Committee

If an applicant is unhappy with their outcome (or in the event of any other conflict) they should email the Lead of the Statewide Recruitment who will direct them to the appropriate recruitment team to discuss the issue(s) of concern with them.

For applicants whom disagree with the initial assessment there is opportunity to escalate to the Statewide General Training / General Practice Training Review Committee who will assess the application independently of the initial reviewing team, and based on the evidence available, will determine the scored assessment for ranking in the GT/GPT allocation process.

Contacts

NALHN Manager, TMO Unit	Name: Karen Coppins Telephone: (08) 8182 9201 Email: Karen.Coppins@sa.gov.au
SALHN Manager, Regional TMO Unit	Name: Mary Hatchard Telephone: (08) 8204 7696 Email: Mary.Hatchard@sa.gov.au
CALHN Manager, Medical Administration	Name: Cameron Wyers Telephone: (08) 7074 1422 Email: Cameron.Wyers@sa.gov.au

Role Description

View the Role Description [here](#)

Any further questions?

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

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

For more information

www.sahealth.sa.gov.au

Public-I1-A1



www.ausgoal.gov.au/creative-commons