



# PGY2+ Statewide Surgical Resident Medical Officer

Job Pack 2022 clinical year

as at April 2021

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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 available to trainees for a maximum of two years to allow for trainees to fulfil the required training needs to apply for Surgical Education Training (SET). All RMOs who have completed two years in the Surgical RMO program can still apply through SA MET but candidates who have not completed their first year will be prioritised. 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. This 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, RMOs 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:** Colorectal, ICU, Urology, Breast/Endocrine, Orthopaedics, Orthopaedic Nights, Acute Surgical Unit Nights and Relieving.

## 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
<b><u>**UPDATE**</u></b>	
Interviews:	<p>&gt; <b>CALHN: Interviews will be held on Wednesday 18 August 2021 from 08:00 – 17:00.</b></p> <p>&gt; <b>NALHN: Interviews will be held on Thursday 19 August 2021 at the Lyell McEwin Hospital (face-to-face interview with telephone/MS Teams available)</b></p> <p>&gt; <b>SALHN: Interviews will be held between 23—27 August 2021 (online Zoom/MS Teams interviews).</b></p> <p>A minimum of three 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 16 September 2021 (1 <sup>st</sup> preference matches only)
Round 2 results available to applicants (excluding general training):	Thursday 23 September 2021 (2 <sup>nd</sup> or higher preference matches)
Round 3 results available to applicants (excluding general training):	Thursday 30 September 2021 (3 <sup>rd</sup> or higher preference matches)
Round 4 onwards (including general training):	Thursday 7 October 2021 (4 <sup>th</sup> or higher preference matches)
Start date of employment:	Monday 7 February 2022

## Number of positions in 2022 clinical year



## 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 sub-acute 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?**

This is a one-year position.

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 ensure the smooth functioning of the unit.

Surgical RMO training is normally available to trainees for a maximum of two years.

#### **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? If I want to stay on for an extra year, do I have to apply again?**

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 tutorials 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 members are always available to discuss, troubleshoot and guide the RMO.

### **What other support is 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 TMO 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, Urology, Breast/Endocrine, Orthopaedics, Orthopaedic Nights, Acute Surgical Unit Nights and Relieving.

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 statewide 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, as well as transition, hospital substitution and avoidance programs targeted at chronic disease and the frail aged.

### What you can expect from SALHN

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

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. There are opportunities to assist in operating theatres and be exposed to a wide range of procedural and technical surgical skills.

Surgical RMO training is normally available to trainees for a maximum of two years.

#### What are the key outcomes of the program?

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).

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

A 12-month contract is provided to successful candidates.

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, participating in education and training, providing positive and safe cultural awareness to their team, in addition to demonstrating commitment to continue in the field of surgery as a Surgical RMO. Surgical RMOs will not need to reapply through SA MET for their 2<sup>nd</sup> year if they meet the above requirements. All RMOs applying for a third year of Surgical RMO will need apply online through SA MET.

#### **What are the hours of work and overtime?**

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 as well). 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.

Non rostered overtime is to be avoided whenever possible and all rostering is compliant with the current *2017 Salaried Medical Officer (SA) Enterprise Bargaining Agreement*.

#### **What education is provided?**

Surgical RMOs 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.

In addition to SALHN workshops (ALS1, Simulation, Anatomy Workshops, Surgical RMO Teaching Sessions).

#### **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 support is 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 TMO supervise interns/others in their role?**

Surgical RMOs 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.

Surgical RMOs may also be invited to undertake a second year at SALHN or apply for Surgical Senior RMO positions. In addition, there are a number of Surgical Service Registrar positions across a variety of surgical sub-specialties.

## **Rotations at SALHN**

### **Core Surgical Rotations**

- > Neurosurgery
- > Vascular Surgery
- > Plastics Surgery
- > 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) FMC & FPH

### **Service Rotations**

- > Emergency Department
- > General Surgery Nights
- > Special Surgical Nights
- > Surgical Relieving
- > Special skills ED (Plastics)

## Central Adelaide Local Health Network (CALHN)

### About CALHN

CALHN brings together the hospitals: Royal Adelaide Hospital (RAH), The Queen Elizabeth Hospital (TQE), 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, 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?**

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).

Surgical RMO training is normally available to trainees for a maximum of two years. All RMOs applying for a third year of Surgical RMO will need apply online through SA MET.

#### **What are the key outcomes of the program?**

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).

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

Contracts are renewed on an annual basis. Trainees need to submit three monthly assessments and be performing at the required standard of a Surgical RMO. Surgical RMOs will not need to reapply in their 2<sup>nd</sup> year if they meet the above requirement.

#### **What are the hours of work and overtime?**

Each unit is responsible for the formation of rosters. Rosters are compliant with current EBA for Salaried Medical Officers (SA)

Surgical RMO will be required to work overtime from time to time.

#### **What education is provided?**

Surgical RMOs will be provided with regular education sessions via their respective units. In addition to CALHN workshops (ALS1, PLS, IPV, Simulation).

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

Each unit has a nominated Term Supervisor.

**What other support is provided?**

Each site has a dedicated Director of Clinical Training – Surgery and a Medical Education Unit to support the Trainees.

**Will the TMO supervise interns/others in their role?**

Surgical RMOs 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**

The rotations include:

- > 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 three 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 two 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 2022 clinical year occurs via a statewide approach. This means that your application will be assessed by members from each SA Metro LHN in regards to shortlisting, 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 most likely be via video, however 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 seek trainees who are able to 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 shortlisted).

### Your application

Please provide:

- > Curriculum Vitae.
- > Cover Letter.
- > Referee reports – minimum of 2 referee reports is acceptable. Please ensure 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 be no mandatory question in the application sheet, simply 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 two interviewers.
- > The Statewide Coordinator will be available to provide feedback when ranking has been completed.

## Contacts

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## Role Description

View 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](http://www.sahealth.sa.gov.au)**

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