



PGY2+ Statewide Surgical Resident Medical Officer

Information Pack 2024 clinical year

as of April 2023



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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 and Noarlunga Hospital (SALHN), 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 three years to allow for trainees to fulfil the required training needs to apply for Surgical Education Training (SET). 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 Expression of Interest 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 3-year training period. Once successfully completed 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, Oesophago Gastric, Orthopaedic, Otolaryngology Head and Neck Surgery (ENT), Plastic Surgery, Surgical Nights, Surgical Relieving, Urology and Vascular Surgery.
- > **CALHN:** Breast/Endocrine, Burns, Cardiothoracic Surgery, Emergency, ENT, General Surgery including Hepatobiliary, Trauma, Colorectal and Upper GI, Intensive Care, Neurosurgery, Orthopaedic, Plastic Surgery, Spinal Surgery, Relieving, Surgical Cover, Urology, Vascular Surgery as well as Paediatric Orthopaedics and ENT.
- > **NALHN:** Colorectal, ICU, Urology, Breast/Endocrine, Orthopaedics, Orthopaedic Nights, Acute Surgical Unit Nights and Relieving.

Key Dates

Expressions of Interest open:	Wednesday 14 June 2023 (9.00am)
Expressions of Interest close:	Thursday 6 July 2023 (close at midnight)
Referee reports close:	Thursday 13 July 2023 (5.00pm)
Shortlisting commences:	Friday 28 July 2023
Interviews:	<p>**UPDATE**</p> <ul style="list-style-type: none"> > CALHN: Interviews will be held on Monday 14th August 2023 & Tuesday 15th August 2023.(face-to-face interview with MS Teams available). > NALHN: Interviews will be held on TBA 2023 at the Lyell McEwin Hospital (face-to-face interview with MS Teams available) > SALHN: Interviews will be held between Monday 21 August 2023 and Friday 1 September 2023 (face-to-face interview with MS Teams available) <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 14 September 2023 (1 st preference matches only)
Round 2 results available to applicants (excluding general training):	Thursday 21 September 2023 (2 nd or higher preference matches)
Round 3 results available to applicants (excluding general training):	Thursday 28 September 2023 (3 rd or higher preference matches)
Round 4 onwards (including general training):	Thursday 5 October 2023 (4 th or higher preference matches)
Start date of Term 1 Clinical Year:	Monday 5 February 2024

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?

In each term the Surgical RMO is expected to play a key role in the functioning of the surgical unit. We aim to provide the RMO with opportunities to develop their clinical and surgical skills. The role involves supervision of interns with the help of senior staff, assisting in Operating Theatres, Outpatients Department and the Emergency Department. The role is varied and versatile. 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.

What are the key outcomes of the program?

The RMO will gain a breadth of experience across multiple surgical specialties and experience the day-to-day functioning of different units. The RMO will gain operative exposure and progress basic surgical skills and decision making. This will enable the RMO to make decisions for future choices or indeed cement surgical choices for future careers.

What are the hours of work and overtime?

76 hours per fortnight, plus after hours and weekend cover.

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?

The Chief Surgical Resident oversees all JMOs in surgery and is a key contact for support, assistance and education. The Medical Services Directorate also has Medical Education Officers available full time to assist.

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.

The Division of Surgical Subspecialties and Anaesthesia has a research committee to facilitate research with support available to interested JMOs.

Will the TMO supervise interns/others in their role?

Yes.

What pathways are there after the year is completed?

The RMO may choose to continue as a surgical RMO, however service registrar positions are available in General Surgery, Orthopedics and Urology at NALHN. The RMO may also apply for SET with the Royal Australasian College of Surgeons.

Rotations at NALHN

The rotations are Colorectal, ICU, Urology, Breast/Endocrine, Orthopaedics, Orthopaedic Nights, Acute Surgical Unit Nights. 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 Subspecialties 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 three years.

What are the key outcomes of the program?

To provide trainees the rotations required 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).

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 ***SA Health Salaried Medical Officers Enterprise Agreement 2022***.

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 Flinders Medical Centre.

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. 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 can apply for 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
- > 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, Repatriation General Hospital, Glenside Health Service, Community Mental Health and a significant number of primary health care services. CALHN governs several 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?

The CALHN Surgical RMO program is designed to provide the experience, training and rotations required to prepare prevocational trainees to apply for training with the Royal Australasian College of Surgeons (RACS). The surgical terms are offered across CALHN at either The Royal Adelaide or The Queen Elizabeth Hospital. We also offer a couple of terms in paediatric ENT and paediatric orthopaedics at the Women's & Children's Hospital.

The Surgical RMO Program is a two-year program but the opportunity to stay on for a third year is available if required.

2023 sees the commencement of our newly developed formal face-to-face teaching program, which is planned to run throughout the year, comprising of 4 half day sessions. One session is run in each term and includes, didactive lectures, skills training, and simulation training in all surgical specialities.

What are the key outcomes of the program?

The CALHN Surgical RMO Program is designed to maximise surgical exposure for Prevocational Trainees to gain the necessary skills and education to fulfil the mandatory requirements to apply for Surgical Education Training with the Royal Australasian College of Surgeons (RACS). The program is 2 years in duration enabling Prevocational Trainees to fulfil most prerequisites required for training in their nominated specialist pathway. The Prevocational Trainee will learn specialist skills in comprehensively assessing surgical patients and providing guidance for the management, investigation, and ongoing treatment of surgical patients including discharge planning. They will assist in operating theatres and be exposed to a wide range of procedural and technical surgical skills.

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)

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.

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).

2023 sees the commencement of our newly developed formal face-to-face teaching program, which is planned to run throughout the year, comprising of 4 half day sessions. One session is run in each term and includes, didactic lectures, skills training, and simulation training in all surgical specialities.

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

Every unit has a nominated Term Supervisor who is responsible for supporting you during your rotation.

What other support is provided?

Both sites have a dedicated Director of Clinical Training for Surgery and a Medical Education Officer to support the prevocational trainees in all aspects of their training, clinical and psychological well-being.

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 completion of SET, prevocational trainees can apply for the clinical rotations required for them 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
- > Paediatric ENT (WCHN)
- > Paediatric Orthopaedic (WCHN)

Selection into Surgical RMO positions

About the selection panel

Initial Expression of Interests will be assessed by a Director of Clinical Training (DCTs)

Expression of Interests 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 for 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 3-year training period commencing on the February start date.

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 2024 clinical year occurs via a state-wide approach. This means that your Expression of Interest will be assessed by members from each SA Metro LHN in regard to shortlisting, interviewing, and ranking.

If your Expression of Interest 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 face-to-face, however video interviews may occur. Following interviews **your Expression of Interest 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 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 shortlisted).

Your Expression of Interest

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.*

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 State-wide Coordinator will be available to provide feedback when ranking has been completed.

Contacts

NALHN	Name: Rachel Taylor Telephone: 8133 2344 Email: Rachel.Taylor@sa.gov.au
SALHN Division of Surgery & Perioperative Medicine Surgical TMO Coordinator	Name: Stacey Wright Telephone: (08) 8204 5887 Email: Stacey.Wright@sa.gov.au
CALHN Manager, Medical Administration	Name: Cameron Wyers Telephone: (08) 8222 8423 Email: Cameron.Wyers@sa.gov.au

Role Description

View Role Description [here](#)

Any further questions?

SA Health Salaried Medical Officers Enterprise Agreement 2022 [here](#)

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

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www.sahealth.sa.gov.au

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