



# PGY2+ Statewide General Training / General Practice Training

Information Pack 2025 Clinical Year



as of April 2024

# CONTENTS

<b>About Statewide General Training / General Practice Training .....</b>	<b>3</b>
Introduction	3
Key Dates	3
Number of positions in 2025 clinical year	4
<b>Northern Adelaide Local Health Network (NALHN) .....</b>	<b>4</b>
About NALHN	4
What you can expect from NALHN	5
Rotations at NALHN	8
<b>Southern Adelaide Local Health Network (SALHN) .....</b>	<b>9</b>
About SALHN	9
SALHN Redevelopment	9
Join Us	9
What you can expect from SALHN	10
<b>Central Adelaide Local Health Network (CALHN) .....</b>	<b>13</b>
About CALHN	13
What you can expect from CALHN	13
Rotations at CALHN	15
<b>Selection into General Training / General Practice Training .....</b>	<b>17</b>
About the selection panel	17
Eligibility	17
Skills and knowledge required for the role	17
<b>Selection Process .....</b>	<b>17</b>
Our approach to selection	17
Your Expression of Interest	18
Curriculum Vitae	18
Cover letter	18
Other Expression of Interest questions	18
Interview	18
Review Committee	19
<b>Contacts .....</b>	<b>20</b>
Role Description	20
Any further questions?	20

## About Statewide 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

Expressions of Interest open:	<b>Wednesday 12 June 2024 (09:00 am ACST)</b>
Expressions of Interest close:	<b>Wednesday 3 July 2024 (11:55 pm ACST)</b>
Referee reports close:	<b>Wednesday 10 July 2024</b>
Shortlisting commences:	Wednesday 31 July 2024
Interviews:	The Statewide General Training / General Practice Trainee interviews will be via pre-recorded video interviews. 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.
Round 1 results available to applicants:	Thursday 19 September 2024 (1 <sup>st</sup> preference matches only)
Round 2 results available to applicants <b>(excluding general training):</b>	Thursday 26 September 2024 (2 <sup>nd</sup> or higher preference matches)
Round 3 results available to applicants <b>(excluding general training):</b>	Thursday 3 October 2024 (3 <sup>rd</sup> or higher preference matches)
Round 4 onwards <b>(including general training):</b>	Thursday 10 October 2024 (4 <sup>th</sup> or higher preference matches)
Start date of Term 1 Clinical Year:	Monday 3 February 2025

## Number of positions in 2025 clinical year



## Northern Adelaide Local Health Network (NALHN)

### About NALHN

The Northern Adelaide Local Health Network (NALHN) provides care to more than 400,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. NALHN works to ensure quality and timely delivery of health care, whilst building a highly skilled, engaged and resilient workforce based on a culture of collaboration, respect, integrity and accountability.

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of 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 includes:

- > Lyell McEwin Hospital (LMH) - a 336-bed specialist referral public teaching hospital which has links to the University of Adelaide, University of South Australia and Flinders University. LMH provides a full range of high-quality medical, surgical, diagnostic, emergency and support services.
- > Modbury Hospital is a 174-bed, acute care teaching hospital that provides inpatient, outpatient, emergency services, Aged Care, Rehabilitation and Palliative Care, GP Plus Health Care Centres and Super Clinics
- > Aboriginal Health Services
- > Mental Health Services (including two state-wide services – Forensics and Older Persons)
- > Sub-acute Services

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 providing 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), General Medicine 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, Cancer Centre 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

### What should employees expect from the role?

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 training year is comprised of four equal terms of 13 weeks, which includes rotations across the Units and Divisions 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.

NALHN will ensure that PGY2 employees complete terms and assessments that meet the requirements of the new AMC framework.

### 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 NALHN General Training program's aim is to ensure that the year of employment should offer terms that will assist the medical officer in meeting requirements for future career choices; some highly sought after positions are limited, and as such allocation to these terms is competitive. The Medical Services Directorate (MSD) team will do their utmost to provide rotations which meet the applicant's preferences, whilst maintaining equality and fairness for all applicants.

The MSD has a strong focus on wellness and wellbeing and are working to improve the rotations we offer. We 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.



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

Contract 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 2022*.

### **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 MSD, comprised of the Director of Clinical Training (DCT), Medical Education Officers (MEO), and Medical Education Registrars (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. These teaching activities are evaluated. This information is used to improve the sessions presented and for quality assurance.
- > 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.
- > 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.

### **How will supervision 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 MSD provides 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 Medical Education Unit (MEU) staff at each site are 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 MEU 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 Medical Education Unit. Library Services are available at both major hospital centres within NALHN which 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 the option to continue working at NALHN via an Expression of Interest process which is run prior to the yearly SA MET recruitment process.

Alternatively, applicants can apply to other PGY2+ programs via the Statewide SA MET process.

When 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 accredited training programs.

NALHN endeavours to provide trainee positions that will assist with these future career paths within Emergency, Critical Care, Surgical, Medicine, Paediatric, Obstetrics and Gynaecology and Mental Health subspecialties.

## Rotations at NALHN

### Women's and Children's Division

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

### Critical Care Division

- > Emergency Medicine (LMH and Modbury)
- > Paediatric Emergency (LMH)
- > Intensive Care Unit (LMH)

### Division of Medicine

- > Acute Medical Unit (LMH)
- > Acute Medical Unit Nights (LMH)
- > General Medicine (LMH)
- > Haematology (LMH)
- > Neurology / Stroke (LMH)
- > Cardiology (LMH)
- > Short Stay General Medical Unit (Modbury)
- > General Medicine Unit (Modbury)
- > Medical Nights (Modbury)

### Northern Mental Health

- > Adult Psychiatry (Modbury and LMH)
- > Adult Psychogeriatric (LMH)

### Division of Surgery

- > Upper GI Surgery (LMH)
- > Urology / ENT (LMH)
- > Orthopaedic Surgery (NALHN)

- > Orthopaedic Surgery Nights (LMH)
- > Acute Surgical Unit (LMH)
- > Acute Surgical Unit Nights (LMH)
- > Colorectal Surgery
- > General Surgery (Modbury)
- > Anaesthesia (NALHN)

### 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)
- > Hospital after Hours nights (Modbury) (covering short calls to surgical ward, aged care, rehabilitation, palliative care and psychiatry).

### Additional Roles

- > Medical Imaging (LMH)
- > Relieving (NALHN)
- > Afterhours Clinical Medical Lead (ACML) (PGY3+) (LMH)
- > Gawler Hospital – General Medicine
- > Gawler Hospital – Emergency/Obstetrics
- > Medical Administration

## 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 Medical Education Unit (MEU).

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 Statewide ranking by the HOU and MEU.

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



## Southern Adelaide Local Health Network (SALHN)

### About SALHN

SALHN, located in the southern region of Adelaide, covers over 660 square kilometres, offering a unique mix of urban sophistication and rural charm.

Our network includes Flinders Medical Centre (FMC), Noarlunga Hospital (NH), and the Repat Health Precinct (RHP). Additional outpatient services are available at various GP Plus sites (Marion, Noarlunga, Aldinga).

SALHN maintains a close working and research relationship with Flinders University, which is conveniently co-located with FMC. This partnership enhances our ability to provide cutting-edge healthcare services, conduct groundbreaking research, and train the next generation of healthcare professionals.

At SALHN, we provide exceptional healthcare to over 341,000 residents in the southern metropolitan area, extending our services to regional communities across South Australia. With a dedicated team of over 7,000 skilled professionals.

### Clinical Environment

At SALHN, our clinical services span the entire spectrum of life, from prenatal care to end-of-life support. As a trauma centre and the designated South Australia trauma service for pregnant or clinically ill pregnant women, we provide comprehensive care tailored to the unique needs of each patient.

Our specialised services cover critical care, encompassing most medical and surgical specialties, mental health specialties, rehabilitation, age-related care, palliative care, and women's and children's health. This breadth of expertise ensures that we can address the diverse healthcare needs of our community at every stage of life and provide excellent training to Trainee Medical Officer.

### SALHN Redevelopment

SALHN is currently undergoing an exciting transformation, which has potential for unique career opportunities.

**FMC Tower Expansion:** An ambitious addition to our infrastructure, the FMC Tower offers 98 clinical spaces across seven levels. This includes cutting-edge operating theatres, intensive care units, and inpatient wards.

**Fast-Tracked Bed Expansion:** To meet the growing healthcare demands of our community, we are rapidly advancing the construction of 20 new beds at FMC, enhancing our capacity for patient care.

**Medical Imaging Expansion:** With state-of-the-art MRI and CT machines on-site, we are revolutionising imaging capacity, ensuring quicker diagnoses and improved patient access to services.

**Mental Health - Margaret Tobin Centre Upgrade:** We are planning a \$30 million expansion, including a 12-bed Psychiatric Intensive Care Unit, to better support individuals with complex mental illnesses.

### Join Us

At SALHN, your professional growth and well-being are our priority. With comprehensive tutorial programs, robust supervision and dedicated support from the Medical Education Unit and Trainee Medical Officer Unit, you'll have the resources and guidance needed to thrive in your role.

We hope you join our dynamic healthcare community. At SALHN, we deeply value excellence, compassion, and innovation, and believe in the power of collaboration.

### What you can expect from SALHN

Thank you for considering the General Training/General Practice Program at SALHN! Our aim is to attract and retain well-rounded Trainee Medical Officers by providing diverse opportunities for growth and development.

This program is designed to offer Trainee Medical Officers (prevocational doctors) comprehensive exposure to various specialties and subspecialties. Our goal is to empower you in making informed decisions about your long-term career pathway and training.

At SALHN, we boast many specialty programs that provide end-to-end training pathways. This General Training/General Practice Program isn't just about gaining experience; it's about networking, testing your skills, and envisioning your future in medicine at SALHN.

We're currently undergoing significant transformation, which includes expanding operating theatres, increasing ICU capacity, and revamping various services. These changes present unparalleled opportunities for Trainee Medical Officers looking to join a thriving organisation, advance careers, and become integral members of a team that values talent and fosters professional growth.

Our Rehabilitation, Age and, Palliative care services are undergoing expansion, paving the way for innovative methods of care delivery. These pioneering teams are deeply committed to promoting a healthy work-life balance and cultivating a workplace culture that thrives on positivity and collaboration.

We hope you choose to join us at SALHN and make a difference in the lives of people living in the South of Adelaide.

### What should employees expect from the role?

At SALHN, our General Training/General Practice Program provides rotations in a range of specialty areas. If your particular interest isn't listed, let's discuss, and we'll ensure you're connected with the right opportunities or advocate on your behalf.

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

- > Mount Barker Hospital (Emergency Medicine)
- > Mount Barker Hospital (General Medicine)

Allocations of some rotations are in consultation with consultants in the Divisions. For postgraduate year 2 applicants and IMGs, consideration is also given to AHPRA training needs and the new AMC framework requirements.

We understand the importance of work-life balance, offering part-time friendly arrangements and ensuring fair allocation of leave entitlements.

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

#### > Other Skills Development:

SALHN recognises the significance of non-clinical skills alongside clinical expertise and actively facilitates development. We prioritise skills development in research, quality improvement, education and leadership, understanding their vital role in enhancing patient care and supporting career progression.

Trainee Medical Officers are encouraged to participate in leadership roles within various committees and forums, these platforms offer opportunities for building rapport and collaborate with colleagues.

#### > Personal Wellbeing:

Trainee Medical Officers are provided with opportunities for leave, which is scheduled in advance to ensure appropriate coverage and continuity of patient care.

Additionally, SALHN offers support services and resources to help Trainee Medical Officers, our Medical Education Unit and Trainee Medical Officer Unit are central supports.

### What education is provided while on rotation?

Each rotation 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. Simulation training may also be offered.

### What education is available outside of the rotation?

You will have access to SALHN's Medical Education Unit programs too. These programs include:

#### > Tutorial Program (Medi-JETS)

Schedule once a month on Tuesday between 13:00-14:00

This comprehensive program comprises tutorials and clinical skills sessions covering a diverse array of disciplines and topics. Each session is expertly facilitated by professionals in their respective fields.

We highly value audience feedback, tailoring our program to meet your specific needs and preferences. Additionally, we utilise safety and quality data to ensure our content remains relevant and aligned with the evolving organisational requirements.

#### > Simulation Program

2 session every Tuesday, 13:00-15:00 or 15:00-17:00

This program encompasses a wide spectrum of clinical scenarios and learning objectives. You'll receive ample notice for your sessions time, allowing you sufficient time to adjust your duties and

attend. These sessions are key to maximising your learning experience and professional development. Feedback is always positive.

**How will supervision be provided? Will this vary from rotation to rotation?**

Consultants are present within the hospital within hours and on call 24/7 via switchboard. The teams' Registrars and TMOs are available via DECT, mobile phone or text pagers. There is a clear escalation pathway for each rotation should any clarification been required.

**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.

Part time friendly!

**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 Director Education and Training. If all else fails, contact the TMO Unit for a copy of the Grievance Procedures.

TMOs whom are experiencing difficulty, either personal or knowledge deficits, are encouraged to contact the TMO Unit and Medical Education Unit 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 open for you to apply.

## 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, Repatriation Health Precinct 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, Obstetrics/Gynaecology, Orthopaedics, Neurosurgery, Urology, Vascular Surgery, Emergency, ICU, Anaesthesia, Pain Management, Haematology, Radiation Oncology, Psychiatry, Radiology, MER (Medical Emergency Response) as well as service terms such as Medical/Surgical Special Nights and Relieving.

On occasion, General Trainees may have the opportunity to access rotations usually reserved for Basic Physician Trainees and Surgical RMOs should this fit with their career goals and when available.

### What you can expect from CALHN

#### What should employees expect from the role?

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.

#### 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 Expression of Interest.

### **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 MDT meetings
- > ALS workshops
- > Career development workshops.
- > Cultural training
- > Intimate Partner Domestic Violence Training
- > Paediatric Life Support
- > Journal clubs
- > Mindfulness
- > Code Blue/MET Training

### **How will supervision 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 steppingstone toward your ultimate career pathway.

### I am a GP trainee, will I be provided with the required Paediatric exposure if I apply to CALHN?

Due to the changes in GP training with RACGP becoming a GP training provider, the Paediatric hospital requirements have become more stringent. At this stage, CALHN has limited Paediatric rotations. Although we are working with the WCH to find solutions, there is no guarantee we can provide the required paediatric experience to all GP trainees who apply. Please consider this when applying.

### 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
- > Stroke RAH
- > Trauma / ASU RAH
- > Specialty Nights RAH
- > Urology RAH
- > Vascular RAH
- > MER RAH
- > Medical Nights

#### TQEH Rotations:

- > Acute Medical Unit TQEH
- > Anaesthesia TQEH
- > Emergency Medicine TQEH
- > General Medicine TQEH
- > Geriatrics TQEH
- > Gynaecology TQEH
- > Haematology/Oncology TQEH
- > ICU TQEH
- > Palliative Care TQEH
- > Pain Management Unit TQEH
- > Psychiatry – Cramond & ED TQEH
- > Radiology TQEH
- > Relieving – General TQEH
- > Physician Relieving TQEH
- > Relieving – Surgery TQEH
- > Nights TQEH
- > Respiratory TQEH

**Offsite Rotations:**

- > Paediatrics ED WCH
- > O&G WCH
- > WCH Reliever
- > Rehabilitation Medicine – HRC
- > GEM - HRC
- > Brain Injury Rehabilitation – RHP
- > Spinal Injury Unit RHP
- > 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 Training

### 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 three 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 1

5 - Question 2

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 Expression of Interest

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.
- > Postgraduate 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 Expression of Interest questions

Not applicable

### Interview

Recorded video interviews will be available for one week in August over two weekends (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 – three-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 who disagree with the initial assessment there is opportunity to escalate to the Statewide General Training / General Practice Training Review Committee who will assess the Expression of Interest 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

<b>NALHN</b> Manager, TMO Unit	Name: Karen Coppins Telephone: (08) 8182 9201 Email: <a href="mailto:Karen.Coppins@sa.gov.au">Karen.Coppins@sa.gov.au</a>
<b>SALHN</b> Manager, Regional TMO Unit	Name: Cameron Wyers Telephone: (08) 8204 7696 Email: <a href="mailto:Cameron.Wyers@sa.gov.au">Cameron.Wyers@sa.gov.au</a>
<b>CALHN</b> Manager, TMO Unit	Name: Layla Dungey Telephone: (08) 7074 5505 Email: <a href="mailto:Layla.Dungey@sa.gov.au">Layla.Dungey@sa.gov.au</a>

### 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](#)

For more information

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

Public-I1-A1



[www.ausgoal.gov.au/creative-commons](http://www.ausgoal.gov.au/creative-commons)