



# PGY2+ SALHN Prevocational Acute and Critical Care Program

Information Pack 2025 Clinical Year



as of April 2024

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## About the SALHN Prevocational Acute and Critical Care Program

### Introduction

Welcome to the Acute Care Medicine Training Program!

This program is designed to offer Trainee Medical Officers (prevocational doctors) specialised training in acute care medicine, focusing on, emergency medicine, general medicine, trauma, peri-operative medicine, intensive care and anaesthetics.

Targeted towards individuals interested in pursuing a career in Emergency or Acute Medicine (General Physician), this program equips participants with the skills required for the management of complex and deteriorating patients.

In light of its competitive nature, we highly recommend that applicants consider alternative 2nd preferences within SALHN, including roles our Emergency Medicine and/or General Training prevocational programs. These alternatives not only provide valuable insights into SALHN operations but also offer opportunities to broaden clinical skills, expand professional networks, and deepen understanding of SALHN diverse healthcare landscape, thereby enhancing your competitiveness for future roles.

At SALHN, we're amidst an exciting transformation, including expanding operating theatres, increasing ICU capacity, and redesigning various services. These changes offer opportunities for Trainee Medical Officers seeking to join a growing organisation, advance their careers, and be part of a team that values talent and supports career development.

Join us in shaping the future of acute care medicine at SALHN!

### Testimonials

Although the Prevocational Acute and Critical Care program commenced in February 2024, we have had significant interest, with trainees grateful in having more opportunities to practise within Critical Care.

*“With varied interests within the critical care field, I was looking for a year that gave me exposure to multiple relevant areas and help guide my future career path. The 3-year prevocational acute and critical care program has been the perfect opportunity for this. I'm currently enjoy my time in ICU and know the skills I'm developing will be directly transferable to my upcoming anaesthetics and ED terms.” – Dr M P*

## 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:	<p>The SALHN Prevocational Acute and Critical Care Program interviews will be arranged using a mix of face-to-face / MS Teams, and also through pre-recorded video interviews.</p> <p>Face-to-face / MS Teams interviews will be held in August (dates to be confirmed).</p> <p>Recorded video interviews will be available for one week in August (dates to be confirmed) over two weekends. This unique interview uses the world's latest technology and allows the applicant to complete the interview at their convenience.</p>
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



## 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

### What should employees expect from the role?

Our goal is to attract and retain well-rounded Trainee Medical Officer, we aim to achieve this through providing opportunities in:

#### > Clinical Skills Development

This well supported program offers Trainee Medical Officers supervised clinical rotations, in:

- **Emergency medicine** – minimum 6 months (FMC or NH),
- **General medicine** - minimum 6 months (FMC and/or NH),
- **Intensive care** – minimum 6 months (FMC), and
- **Anaesthetics** - minimum 6 months (FMC and/or NH).
- **Trauma service** – minimum 3 months (FMC),
- **Peri-operative medicine** – minimum 3 months (FMC),

The rotations outlined in for this program are conducted over a period of three years. The sequence of rotations is flexible and will vary for each individual.

#### > 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.

SALHN aims to provide a well-rounded and supportive environment for Trainee Medical Officers to thrive in their professional and personal lives, contributing to your long-term career aspirations.

### How will supervision be provided on rotations?

Each rotation has a dedicated Term Supervisor.

Consultants are on call 24/7 available via switchboard.

The teams' Registrars and Medical staff are available via DECT (an internal mobile device), mobile phone or text pagers.

There is a clear escalation pathway for each rotation, which is covered during rotation orientation and written in term descriptions.

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

In different units, your rostered hours may vary. On average, you can expect to work around 40-45 hours per week, typically spread over seven days.

### **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)**

Scheduled 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 sessions 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.

## **Rotations at SALHN**

- > General Medicine / Perioperative Medicine
- > Intensive Care Medicine
- > Anaesthesia
- > Emergency Department
- > Trauma

## 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 Deputy Director of Clinical Training and Manager of the TMO Unit are involved in the allocation of rotations.

## Selection into Prevocational Acute and Critical Care Program

### About the selection panel

The selection panel includes the Deputy Director of Clinical Training, Manager of the Trainee Medical Officer Unit, and a Term Supervisor from one of the rotations listed above.

### Eligibility

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

### Desirable Characteristics

- > Have a strong interest in pursuing a career in Emergency or General Medicine.

### 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

If you meet the eligibility criteria for employment in SA Health, you will be screened for role suitability and ranked. This is done by scoring your:



> **CV**

> **Reference reports**

A minimum of two written reports are required, these will be collected as part of the online application process through an online form.

> **Interview**

If shortlisted, you will be notified of interview by email. The interview process uses the MMI (Multiple Mini Interviews) method, it involves answering 3 short situational questions under timed conditions.

From this process scores are aggregated for each applicant:

1. Total score
2. CV Score
3. Total Interview Score
4. Question 1
5. Question 2
6. Question 3

The weighting formula will sort applicants into an appointment order and ensure none are ranked the same.

## Tips for your Expression of Interest

### CV – Mandatory requirement

Think about including:

- > If known, career aspirations.
- > 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 – Mandatory requirement

The cover letter should address how the role aligns with the career goals, aspirations, and personal growth, while also providing concrete examples of experiences that contribute to their skills and suitability for the position.

### Interview – Mandatory requirement

**If shortlisted, you will be notified of 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.

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

In-person interviews will also be arranged for further-shortlisted candidates, which will be available for interstate applicants via MS-Teams.

The 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 based on the clarity and depth of reflection provided, **particularly on your role in the situation and learning of how to respond to similar situations in the future.**

## Review Committee

If you are unhappy with their outcome (or in the event of any other conflict) they should email the Manager of the SALHN Trainee Medical Officer Unit who will raise their concerns with the Deputy Director of Clinical Training to review the application.

If you disagree with the initial assessment there is opportunity to escalate to the Director of Clinical Training and Executive Director of Medical Services, 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 the allocation process.

## Contacts

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>
Deputy Director Clinical Training	Name: Dr Sarah Lee Email: <a href="mailto:Sarah.Lee@sa.gov.au">Sarah.Lee@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)

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