



PGY3+ SALHN Prevocational Emergency Medicine Program

Information Pack 2025 Clinical Year



as of April 2024

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About the SALHN Prevocational Emergency Medicine Program

Introduction

Welcome to the Prevocational Emergency Medicine Program.

Our program is specifically designed to provide Trainee Medical Officers (Residents) with specialised experience in emergency medicine, fostering the development of knowledge, skills, and confidence for those interested in emergency medicine or related fields such as critical care, general practice, or paediatrics.

SALHN boasts two ACEM accredited training sites, enabling end to end training pathway:

- > Flinders Medical Centre ED, presentation 80,000 per year
- > Noarlunga Hospital ED, presentation 43,000 per year

Flinders Medical Centre, as a major referral centre and teaching hospital, offers a unique opportunity to experience a diverse caseload, including complex medical and trauma cases, obstetrics, gynaecology, and paediatrics.

With its Level 1 trauma centre status and dedicated Paediatric ED, FMC provides an ideal environment to develop essential skills for emergency physicians. Meanwhile, Noarlunga Hospital ED, as a Non-Major Referral Centre, provides exposure to a different patient demographic and offers dedicated spaces for paediatric presentations also.

You can expect to be exposed to a wide range of emergency presentations, acting as role models and mentors for interns and medical students while also receiving support to develop skills necessary for ACEM training program application.

You will benefit from flexible roster options, including fractional FTE and paired rosters, allowing for work-life balance. Our rosters operate around a 10-hour shift pattern, covering early, late, and night shifts, with flexibility to accommodate individual needs.

Regular paid protected teaching sessions are held within the emergency department to further enhance the skills. Additionally, you are allocated an ED consultant as a supervisor, providing support and feedback throughout their tenure. Clinical guidance is also available from ED registrars and consultants. You will also have access to professional development allowance and leave to assist with further skills development.

During employment, you will have gained exposure and developed skills necessary to pursue careers in emergency medicine, critical care, general practice, or paediatrics.

Local, interstate and overseas candidates are encouraged to apply.

Want to know more?

We encourage you to visit SALHN and experience firsthand the dynamic working environment and meet our dedicated clinical team. If you're interested in arranging a tour, please don't hesitate to contact one of our ED Consultants. They will be more than happy to arrange a tour at your convenience, answer any questions you may have, and provide insights into the exciting opportunities available within our Emergency Departments.

Visiting SALHN will allow you to gain valuable insights into our facilities, the diversity of cases we handle, and the supportive atmosphere we cultivate for our team members. It's a fantastic way to get a feel for the environment and see if our program aligns with your career aspirations.

Contacts us via Health.FMCEDRecruitment@sa.gov.au

Key Dates

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| Expressions of Interest open: | Wednesday 12 June 2024 (09:00am) |
| Expressions of Interest close: | Wednesday 3 July 2024 (close at midnight) |
| Referee reports close: | Wednesday 10 July 2024 |
| Shortlisting commences: | Wednesday 31 July 2024 |
| Interviews: | TBA |
| Round 1 results available to applicants: | Thursday 19 September 2024 (1 st preference matches only) |
| Round 2 results available to applicants (excluding general training): | Thursday 26 September 2024 (2 nd or higher preference matches) |
| Round 3 results available to applicants (excluding general training): | Thursday 3 October 2024 (3 rd or higher preference matches) |
| Round 4 onwards (including general training): | Thursday 10 October 2024 (4 th 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, and Aldinga).

Flinders Medical Centre is a teaching hospital, maintaining a close working and research relationship with Flinders University, which is conveniently co-located. 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, doing so 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 you with excellent training.

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-Track 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?

If you become part of SALHN's emergency department's team you can anticipate encountering a wide spectrum of emergency cases, encompassing complex medical and trauma patients, paediatrics, obstetrics, and gynaecology.

In this role, you will be responsible for the provision of integrated patient care activities, with assistance and guidance from ED Registrars/Consultants. Your duties will include acting as a role model and mentor for medical students and interns, ensuring effective communication with other care providers to promote continuity of care, providing appropriate clinical care to patients, and coordinating the follow up care.

What are the key outcomes of the program?

Working in emergency medicine you will gain exposure and develop skills required to launch your career in emergency medicine, critical care, general practice or paediatrics.

What are the hours of work and overtime?

SALHN EDs value our staff and offer flexible roster options including fractional FTE and paired rosters for doctors living within the same household. Rosters operate around a 10-hour shift pattern with 8 x 10 hour shifts a fortnight for full time. The shifts cover early, late and night shifts, 365 days per year and the department can accommodate flexibility.

What education is provided?

There is weekly protected teaching held within the Emergency Department to assist with further developing the skills.

Beyond the Emergency Department, you have access to a variety of professional development opportunities. To explore these avenues further, we encourage you to engage with the Medical Education Unit. They can provide comprehensive information about the range of opportunities available, including offer guidance on how to make the most of the experiences to enhance your career development.

How will supervision be provided?

You will be allocated an ED consultant supervisor, who will be able to provide support and feedback during your time in SALHN emergency departments. While working clinically, you will receive assistance and guidance from both ED registrars and consultants.

Selection into Prevocational Emergency Medicine Program

About the selection panel

The selection panel includes select Emergency Physicians and Manager of the Trainee Medical Officer Unit.

Eligibility

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

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 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

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| Manager, Regional TMO Unit | Name: Cameron Wyers Telephone: (08) 8204 7696 Email: Cameron.Wyers@sa.gov.au |
| SALHN Emergency Department Consultants | Email: Health.SALHNEDrecruitment@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](#)

For more information

www.sahealth.sa.gov.au

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www.ausgoal.gov.au/creative-commons