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PGY2 and Beyond Training Positions in South Australia

Introduction

This document is a source of information relating to Postgraduate Year 2 and beyond (PGY2+) training positions in South Australia. In this Expression of Interest Guideline you will find out who can apply, what you need to apply, PGY2 and beyond training positions available and the allocation process. At the end of the document, you can read frequently asked questions. Use the contents page to navigate through the document.

PGY2 and Beyond Overview

PGY2 and beyond training positions are described as:

Entry into Vocational Training or Pre-specialist Training programs that focus on specific specialty areas. These positions will provide you with experience in specific clinical specialties and are suitable if you know the specialty career path you wish to follow. In some cases, you will need to be accepted by the relevant specialty college. Information regarding college appointment processes and deadlines can be obtained from the individual colleges.

Prevocational (General) Training programs provide further hospital experience. These positions will provide you with general rotations through medical, surgical, emergency and other units and are suitable if you have not yet decided on a specialist training program or wish to obtain more experience.

About SA Health

SA Health is committed to protecting and improving the health of all South Australians by providing leadership in health reform, public health services, health and medical research, policy development and planning, and with an increased focus on wellbeing, illness prevention, early intervention and quality care. SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health. SA Health comprises all public hospitals and health units across metropolitan and rural South Australia.

Training Positions Available and Information Packs

The following Entry into Vocational and Prevocational Training positions are available via the centralised Expression of Interest process. Information about the specifics of the training positions is provided in the linked Information Packs below. Applicants are able to preference up to four programs in the Expression of Interest form.

It is recommended you read the linked Information Pack descriptions for the training positions that you are interested in preferencing. Reading this information may assist you to better understand the training opportunities and tailor your Expression of Interest (cover letter and/or application questions). These Information Packs contain detail you need to prepare for before you start the Expression of Interest form, including if you need a cover letter and prepare answers to questions.

Rural Generalist Anaesthetics - Metropolitan Based

 Information-Pack-2024-PGY3-Rural-Generalist-Anaesthetics-DRGA-Metropolitan Based Positions

Barossa Hills Fleurieu Local Health Network (BHFLHN)

- Information-Pack-2024-PGY3-BHFLHN-Mt Barker-District-Soldiers-Memorial-Hospital-Rural-Generalist-Emergency-Medicine-Advanced
- Information-Pack-2024-PGY3-BHFLHN-Southern-Fleurieu-Health-Service-Rural-Generalist-Emergency-Medicine-Advanced

Eyre and Far North Local Health Network (EFNLHN)

- Information-Pack-2024-PGY2-Eyre-and-Far-North-Local-Health-Network-Rural-Generalist-General-Training
- Information-Pack-2024-PGY3-EFNLHN-Port-Lincoln-DRANZCOG

Flinders and Upper North Local Health Network (FUNLHN)

- Information-Pack-2024-PGY2-Flinders-and-Upper-North-Local-Health-Network-Rural-Generalist-General-Training
- Information-Pack-2024-PGY3-FUNLHN-Whyalla-Rural-Generalist-Anaesthetics-DRGA

Limestone Coast Local Health Network (LCLHN)

- Information-Pack-2024-PGY2-Limestone-Coast-Local-Health-Network-Rural-Generalist-General-Training
- Information-Pack-2024-PGY3-LCLHN-Mount-Gambier-Adult-Internal-Medicine-Advanced-Skills
- Information-Pack-2024-PGY3-LCLHN-Mount-Gambier-DRANZCOG-part-time
- Information-Pack-2024-PGY3-LCLHN-Mount-Gambier-Rural-Generalist-Anaesthetics
- Information-Pack-2024-PGY3-LCLHN-Mount-Gambier-Rural-Generalist-Emergency-Medicine-Training

Mental Health Programs

- Information-Pack-2024-PGY2-The-Adelaide-Prevocational-Psychiatry-Program-TAPPP-Operates as a Statewide Network
- Information-Pack-2024-PGY2-RMCLHN-Berri-Psychiatry

Northern Adelaide Local Health Network Programs (NALHN)

- Information Pack-2024-PGY2-NALHN-Obstetrics-and-Gynaecology-6-months-with-Paediatrics-6-months
- Information-Pack-2024-PGY2-NALHN-ENT-Surgery-Service- Lyell McEwin and Modbury Hospitals

Riverland Mallee Coorong Local Health Network (RMCLHN)

- Information-Pack-2024-PGY2-Rural-Generalist-General-Training-Pathway-Riverland-Academyof-Clinical-Excellence
- Information-Pack-2024-PGY3-Rural-Generalist-Adult-Internal-Medicine-Riverland-Academy-of-Clinical-Excellence
- Information-Pack-2024-PGY3-Rural-Generalist-Anaesthetics-DRGA-Riverland-Academy-of-Clinical-Excellence
- Information-Pack-2024-PGY3-Rural-Generalist-Emergency-Medicine-Riverland-Academy-of-Clinical-Excellence
- Information-Pack-2024-PGY3-Rural-Generalist-Obstetrics-Riverland-Academy-of-Clinical-Excellence

Statewide Programs

- Information-Pack-2024-PGY2-Statewide-General-Training-General-Practice-Training- NALHN, SALHN & CALHN
- Information-Pack-2024-PGY2-Statewide-BPT-Adult-Medicine- NALHN, SALHN & CALHN
- Information-Pack-2024-PGY2-Statewide-Surgical-Resident-Medical-Officer- NALHN, SALHN & CALHN
- Information Pack-2023-PGY2-Medical-Service-Resident- NALHN & SALHN

Women's and Children's (WCH) Program

• Information-Pack-2023-PGY2-Womens-and-Childrens-Hospital-Prevocational-Resident-Program

Important Dates for 2024 PGY2 and Beyond Training Program Positions* *Subject to change

Expressions of Interest open:	Wednesday 14 June 2023 (9.00am ACST)
Expressions of Interest close: ** It is strongly recommended you submit your Expression of Interest at least 1 week prior to the closing date to enable sufficient time for document verification and referee report completion.	Thursday 6 July 2023 (close at midnight ACST)
Referee reports close:	Thursday 13 July 2023 (5.00pm ACST)
Shortlisting commences:	Thursday 27 July 2023
Interviews:	August 2023
Preference reorder option closes:	Thursday 31 August 2023 (5.00pm ACST)
Round 1 results available to applicants:	Thursday 14 September 2023 (1st 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)
Late Vacancy Management Process commences:	Thursday 19 October 2023
Start date of Term 1 Clinical Year:	Monday 5 February 2024

Employment and term dates for 2024

Term 1:	Monday 05/02/2024 – Tuesday 07/05/2024
Term 2:	Wednesday 08/05/2024 – Tuesday 06/08/2024
Term 3:	Wednesday 07/08/2024 – Tuesday 05/11/2024
Term 4:	Wednesday 06/11/2024 - Sunday 02/02/2025

Who can apply?

To apply for a PGY2 and beyond training position in South Australia you must comply with the following criteria:

- > You must be eligible for **general registration** as a medical practitioner in Australia issued by the Medical Board of Australia on or before the February start date.
- > Applicants must be available for a 12-month minimum period commencing on the February start date.
- You must meet Ahpra and SA Health's recency of practice requirements. SA Health requires applicants to have practiced as a medical officer with paid employment (not an observership) within two years at the time of submitting your Expression of Interest.
- > You cannot have accepted a Targeted Voluntary Separation Package from SA Government within the last three years.
- > Refer to FAQs for further information.

Some applicants may not have General Registration but may be suitable for appointment in alternative positions. Applicants who do not have General Registration will be informed that they have not met the criteria of these PGY2 and beyond training positions and that they will be added to a database of medical officers seeking employment.

Pre-employment requirements

All appointments are subject to:

- Verification of registration with the Australian Health Practitioner Regulation Agency (Ahpra).
- > Criminal history check and subsequent clearance.
- > Health assessment.
- > Verification of immunisation status.

You will not be able to commence a PGY2+ and beyond training position if these requirements are not satisfied. In the event you are unable to meet these requirements your position will be reallocated.

Communicating with you

You must have a personal email address in order to submit an Expression of Interest. This email address will be used to make contact with you. SMS text messaging will also be used to communicate with you. In instances where you will not have access to email for a period of time it is recommended that you ask a friend or family member to monitor your emails.

All correspondence, including a training position offer (if one is made) will occur via your registered email address. You must ensure that you enter your email address correctly when registering your Expression of Interest and that you check this email, including your junk/spam folders, regularly. If you wish to receive SMS text messages, please confirm your agreement in your Expression of Interest (first page of profile - select 'yes' to receiving SMS notifications).



As all training position offers are communicated to you via email it is very important for you to have access to your email during the offers notification period (i.e. from September 2022 - January 2023). If you do not respond to an offer within the specified timeframe your training position offer will be automatically declined, and you will not receive another training position offer through this centralised Expression of Interest process.

Withdrawing your Expression of Interest

You can withdraw your Expression of Interest at any stage by logging into your SA Health Careers Applicant account. SA Health requests that you withdraw your Expression of Interest in South Australia if you have accepted a position outside of the centralised PGY2 and Beyond Expression of Interest process.



If you accept a training position and subsequently wish to withdraw, please email HealthSAMET@sa.gov.au and inform the SA MET Unit of your intentions.

Once you have withdrawn from the Expression of Interest process you will not receive any further training position offers in South Australia.

Late Vacancy Management

After the training position offer rounds are complete, some vacancies may occur due to applicants withdrawing from their positions. Applicants who do not receive a training position offer throughout the centralised allocation process will be included in a Late Vacancy Management Process (LVMP) and may be contacted by Training Program Coordinators to fill these late vacancies. The Training Program Coordinators will liaise with you directly to gauge your interest in the position (which you may not have preferenced in your Expression of Interest). They will notify the SA Health central team of your discussions and will instruct that a training position offer be made. Offers will be made via email from SA Health.

If you receive a training position offer through the LVMP you will not be eligible to receive any further offers. You will be informed via email if your Expression of Interest will be included in the LVMP. You are asked to withdraw your Expression of Interest if you are no longer seeking a PGY2 and beyond training position in South Australia. You may withdraw by logging into your SA Health Careers Applicant account.

What do I need to apply?

Documentation requirements

From **Wednesday 14 June 2023**, you may commence your Expression of Interest for PGY2+ training positions via the SA Health Careers website. A link to the Expression of Interest form will be available at the top of this document.

You will be required to upload some, or all of the following documents listed below within your Expression of Interest. Other requirements may be added, therefore it is recommended that you regularly check this Expression of Interest Guide for the latest information.

The Expression of Interest form - Documentation requirements

> Medical registration certificate

A print out from the Ahpra website is acceptable.

> A copy of your passport or citizenship certificate

Please note that Australian Citizens who do not have an Australian Citizenship Certificate or Australian Passport can prove their citizenship by providing a certified copy of:

- Australian full birth certificate if born on or before 19 August 1986, OR
- Australian full birth certificate if born on or after 20 August 1986

Together with proof that at least one parent was either an Australian Citizen or Australian Permanent Resident at time of birth.

Resume/curriculum vitae

> Referees

Details of three referees are required.

The Expression of Interest form - Supplementary requirements

> University transcript

Evidence must include University name and/or logo, Student Name and details and academic results.

> Statement of Service

Successful completion of 47 weeks of supervised clinical practice and/ or demonstrating having undertaken core experiences (rotations).

- > Evidence confirming the completion/progress of your overseas internship.
- > Evidence confirming the status of your Australian Medical Council assessments.
- > Visa

This needs to include your name, visa status and expiration date.

> Change of name

Evidence confirming a change of name e.g. marriage certificate, divorce certificate, change of name by deed poll etc. This is important if your name on your Expression of Interest is different to your supporting evidence such as transcript, passport etc.

> English language requirement

If you are not registered, you will need to provide evidence confirming that you meet the English language requirements set out by Ahpra.

> Cover Letter and/or answer to questions

Refer to each program specific Information Pack.

Preferences

Applicants can preference up to four training programs and it is recommended that these preference choices be reviewed prior to submitting the Expression of Interest. Applicants must not pick the same training program more than once (e.g. NALHN General Training as preference 1 and preference 4). Applicants who do this will forfeit a preference.

Preference re-order

After Expressions of Interest have been submitted applicants have the option to log into their Expression of Interest form and change the <u>order</u> of their preferences until 31 August 2023. This option will become available after Expressions of Interest close and allows applicants to re-order their preferences if there is a change of mind e.g. after interview.

Applicants are able to change the order of their existing preferences or add preferences but only for training programs from the same statewide disciplines as the existing preferences.

Example: you have preferenced Basic Physician Training (BPT) at two of the metro LHNs and General Training at two sites; you are able to remove a General Training preference and add a third BPT LHN as your Expression of Interest would have already been reviewed by the BPT Statewide selection panel. You cannot however add an entirely new preference from a new discipline e.g. Surgery, as your Expression of Interest will not have been assessed by the Surgery selection panel.

If you add a preference from a new discipline, then your preference changes will be disregarded in their entirety. Refer FAQs for examples.

Registration

Applicants are required to have General Registration by the February start date. Applicants who will not have General Registration by the start date will be able to complete the Expression of Interest form however are not appointable through the standard allocation process. It is up to each shortlisting panel as to whether they accept applicants who do not meet the full eligibility criteria.

Currently completing an intern year in Australia

Applicants who are currently completing an Intern year in Australia will have general registration by the February start date (upon successful completion). Applicants will need to upload a copy of their current Medical Registration Certificate.

Competent Authority Pathway

Applicants who are on the Competent Authority Pathway as set out by the Australian Health Practitioner Regulation Agency (Ahpra) will need to demonstrate proof of internship.

International Medical Graduates - Standard Pathway

SA Health accepts Expressions of Interest from International Medical Graduates who will have general registration by the February start date. Please refer to the Australian Health Practitioner Regulation Agency (Ahpra) website and the Australian Medical Council website for more information on registration pathways.

Applicants who are on the standard pathway must have or will complete by the February start date core experiences (rotations):

- > ten weeks in medicine
- > ten weeks in surgery, and
- > eight weeks in emergency medical care.

Applicants will need to demonstrate they have undertaken or will undertake these rotations as well as successful completion of 47 weeks of supervised clinical practice by uploading a statement of service in the Expression of Interest form.

Resume/Curriculum Vitae (CV)

When writing your CV, be sure to clearly demonstrate your **academic** and **clinical** achievements to date. Specifically, selection panels will be interested in:

- > Evidence of continuing education.
- > Quality Improvement.
- > Research.
- Teaching.
- > The referee/s that you provide in your online Expression of Interest should also be noted in your CV.

A CV template is provided in the resources section of the SA MET Unit website. This example is provided as a guide only and is not compulsory to use.

Referees

Referee reports are an essential component of the selection process as these reports assist panel members to make decisions about your suitability for a training position. In your PGY2 and beyond Expression of Interest you are required to provide contact details for three referees. It is your responsibility to ensure that the contact details provided for your referees are correct and that your referees have completed their reports by the due date. An incorrect email means that the request for a referee report will not be received.

It is recommended that your referee reports are completed by a person who knows your clinical abilities and has been directly involved in supervising your clinical practice. Give careful consideration to your choice of referees. You should discuss this with your referees prior to submitting their names to ensure that they are agreeable, as well as available to complete the referee report for you by the due date. Referee reports can only be completed online, therefore your nominated referees must have a valid email address. The period in which referees have to complete their reports spans from the time you submit your Expression of Interest until **Thursday 13 July 2023 (5.00pm)**.

You may track the progress of your referee reports by logging back into your SA Health Careers Applicant account. The status of your Expression of Interest will indicate whether one, two or three referee reports have been completed. For example: 'Referees 1 and 3 complete' this means that the referees you nominated in the first and third positions in your Expression of Interest have completed their reports.

During the selection process, ho spitals may also contact your referees in person or by phone in order to clarify any information provided in your report.

Note: Online referee reports will NOT be issued for applicants who will not have General Registration by the start date. These referees may be contacted at a later date.

Criminal history checks

At a minimum, successful applicants will be required to have a valid 'Working with Children Check' (WWCC)' and a 'National Police Certificate' (NPC). These documents are to be provided to the employing Local Health Network / SA Health **if you are offered a training position** – the SA MET Recruitment and Allocations Team will not accept receipt of them. Should you receive a training position offer and have questions about this requirement you can discuss the matter with the employing Local Health Network / SA Health.

SA Health Criminal and Relevant Screening Checks		
Working with Children Check (WWCC)	This check is processed through the Department for Human Services (DHS). You are required to obtain this check if you do not already have a valid DHS WWCC.	
	Checks are valid for three to five years after the date of issue (depending on the date of issue) and will be accepted at the time of appointment unless there is clear justification why the screening should be reviewed.	
	It is recommended that you lodge a new application if your check is within 6 months of expiry.	
National Police Certificate (NPC) General Employment Probity Check	An application for a NPC can be made to South Australia Police (SAPOL) or through an accredited CrimTrac Provider as listed in the National Police Check Service (NPCS). You are required to obtain this check if you do not already have a valid NPC or DHS Aged Care or Vulnerable Assessment check (equivalent to a NPC).	
	Checks are valid for three years after the date of issue and will be accepted at the time of appointment unless there is clear justification why the screening should be reviewed.	
	It is recommended that you lodge a new application if your check is within 6 months of expiry.	
Overseas prospective employees who have not resided in Australia ONLY	It is noted that a DHS screening assessment or a NPC may not be applicable to overseas prospective workers who have not resided in Australia. Therefore, prior to employment for any SA Health position, you must provide a satisfactory criminal history record from each of the overseas countries in which you have resided for more than one year within the last 10 years since your 18th birthday.	
	Overseas criminal history checks conducted by external provider 'Fit2Work' on behalf of Ahpra will satisfy the SA Health requirements for overseas applicants.	

Allocation Process

Shortlisting and selection process

Following the close of Expression of Interest applications, candidates will be ranked in order of merit. Selection and ranking processes are undertaken by the selection panel. At a minimum, selection and ranking will be based on the information that you provide in your Expression of Interest, Curriculum Vitae (CV) and referee reports. Refer to Information Packs for further information.

The selection and ranking process may also include an interview, interviews are arranged directly with you by the training program selection panel/s. Interviews will be face-to-face, and in some circumstances via tele/videoconference. Interviews will take place after Expression of Interest verification and closure of referee reports. Following interviews, your Expression of Interest will be scored and ranked in order of preferred appointment.

Selection into some training positions occurs via a statewide approach. This means that your Expression of Interest will be assessed by members from each metropolitan LHN for that training position type in regard to shortlisting, interviewing, and ranking.

For example: rather than being interviewed three separate times if you preferenced BPT at NALHN, BPT at CALHN and BPT at SALHN you would have one single interview for BPT.

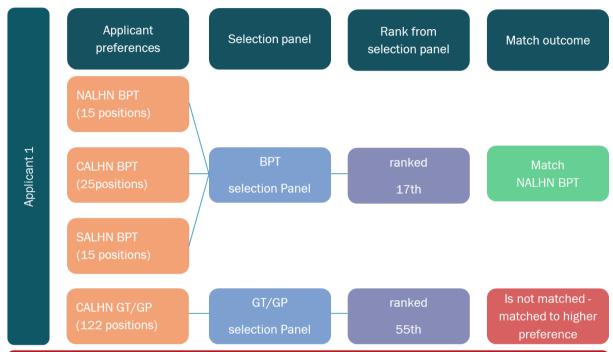
If you are invited to attend an interview for a training program using a statewide process, you will have one single interview for that position type regardless of whether you preference it at multiple LHNs.

Allocation matching

The allocation system uses the preferences submitted by applicants, and the ranking lists submitted by the selection panels to place individuals into training positions.

Both selection panel rankings and applicant preferences are important. Every effort is made to allocate applicants to their highest possible preference. Refer to below example matches.

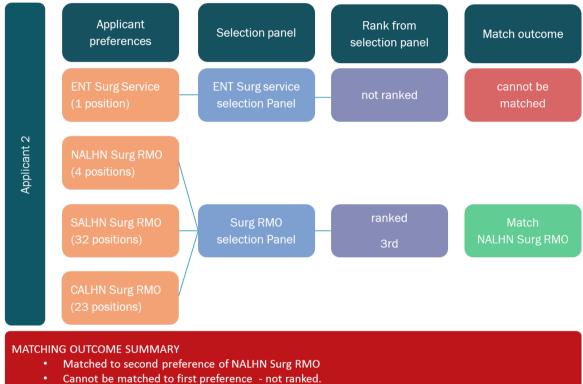
Example Match 1



MATCHING OUTCOME SUMMARY

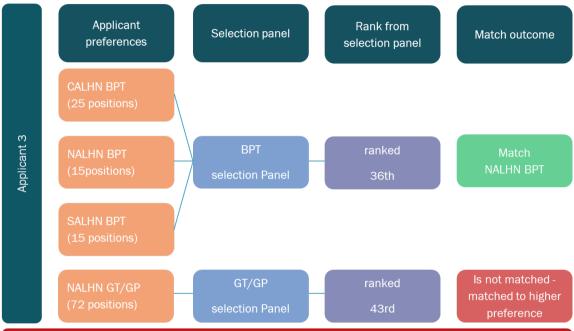
- Matched to first preference of NALHN BPT
- Could have been matched to both NALHN BPT or CALHN GT/GP
- Total number of BPT positions is 55.
- 15 NALHN BPT positions ranked 17th match made
- 122 CALHN GT/GP positions ranked 55th could have been matched. This position will be offered to another applicant.

Example Match 2



- Total number of Surg RMO positions is 59.
- 4 positions for NALHN Surg RMO ranked 3rd match made

Example Match 3



MATCHING OUTCOME SUMMARY

- Matched to second preference of NALHN BPT
- Could have been matched to both NALHN BPT or NALHN GT/GP
- Total number of BPT positions is 55.
- 25 CALHN + 15 NALHN BPT positions = 40. Ranked 36th match made
- 72 NALHN GT/GP positions ranked 43rd could have been matched. This position will be offered to another applicant.

Matching candidates to training positions

There will be many rounds of training position offers. Successful applicants will be emailed about their training position offer. If a training position offer is made, applicants must respond via the SA Health Careers Applicant system and within the specified timeframe. Where an applicant has been made a training position offer and no response received, the training position offer will be automatically declined. Applicants are only eligible to receive one training position offer.

First round training position offers:

The first round of training position offers will only be made to candidates who have been matched to their first preference or highest possible preference (General Training/General Practice Training included). You may receive a training position offer for a second or subsequent preference in round 1 if it is your highest possible option e.g. you are ranked for your second preference but not your first; as you unfortunately have no possibility of receiving an offer for your first preference you may receive an offer for your second preference in round 1.

If you do not receive an offer in the first round you have <u>not</u> been matched to your first preference.

Subsequent training position offers:

After round 1 training position offers have taken place, General Training/General Practice Training offers will be held whilst second and third round Vocational or Pre-Speciality offers are undertaken. Training position offers will only be made for second and third preference (and subsequent first preference) Vocational or Pre-Speciality positions in these rounds.

Offers for further General Training / General Practice Training positions will occur in the fourth round (and subsequent rounds if required). Fourth preference and remaining offers for Vocational or Pre-Speciality positions will also occur in round four and beyond.

SA MET will be publishing information on Facebook and the SA MET website when training position offers are made.

Notification of training position offer:

Applicants will only receive one offer for a PGY2and beyond training position through the centralised allocation system; the timing of your training position offer may differ from your colleagues as SA Health will do their best to provide you your highest possible preference. Although the period in which an applicant can receive a training position offer can be lengthy, it is hoped that by increasing the number of training position offer rounds, applicants will have a higher chance of receiving a training position offer for their more preferred positions as declines are received.

SA MET reserves the right to rescind or withdraw a training position offer if a candidate is identified as having accepted and/or are holding multiple training positions in different States and Territories of Australia. Candidates will be notified by email prior to this occurring and provided with a deadline by which to respond.

The information you provide may be used for evaluation, monitoring and quality improvement of the Expression of Interest application and/or allocation system. This data may also be used for research. Deidentified and summary results may be communicated to medical and other professionals via academic and professional methods of communication. Information may also be used to notify you of updates and new material produced.

Frequently Asked Questions (FAQs)

Commonly asked questions:

1. How do I apply and where is the Expression of Interest form?

Expressions of Interest and all supporting documents will only be accepted online.

Expressions of Interest open at 9.00am on **Wednesday 14 June 2023**; the Expression of Interest form can be accessed via the SA Health Careers website.

2. Can I apply on a part-time basis?

Yes, applicants can nominate if they wish to work on a part-time basis within their online Expression of Interest. Requests for part-time work will be assessed on a case-by-case basis. Refer to the Guide to part-time and job-share for junior doctors in SA.

3. Can I apply for advanced positions through this process?

Advanced Specialist Training Positions (Registrars) are not generally undertaken through this process. You may wish to visit the SA Health Careers website for information about such employment opportunities. This Expression of Interest is suitable for applicants seeking employment and entry into vocational, pre-specialist or prevocational level positions only.

4. Do all PGY2 and beyond training positions use the SA Health centralised Expression of Interest and allocation process for their recruitment needs?

All employment opportunities within SA Health are advertised through the SA Health Careers website. Some PGY2+ training positions may be advertised outside of this centralised SA Health PGY2 and beyond Expression of Interest process. If you are unsure, we recommend you speak to the relevant Local Health Network contact person to clarify.

5. I am a medical graduate from overseas and am looking for an internship or equivalent supervised training; can I apply for a PGY2 position through this Expression of Interest process?

General Registration is a requirement for these training positions. All Expressions of Interest are checked to ensure this criteria is met. All Expressions of Interest will be collected and grouped by their Ahpra registration category. Some applicants may not have General Registration but may be suitable for appointment in alternative positions. Applicants who do not have General Registration will be informed that they have not met the criteria of these PGY2 and beyond training positions and that they will be added to a database of medical officers seeking employment.

6. What if I don't receive a training position offer?

Please do not contact SA Health or the Local Health Networks to seek an update on the progress of your Expression of Interest. At the end of selection and ranking by the selection panels, should it be determined that you are unsuitable for appointment in any of the training programs you have preferenced, you will be advised via email.

If you have been unsuccessful in being matched to a training position at the end of the allocation process, you will be advised via email.

After the allocation is complete, any unmatched applicants will be invited via email to participate in the Late Vacancy Management process (LVMP) to be considered for any additional vacancies that may become available throughout the year.

7. What is the salary of a Resident Medical Officer (PGY2 and beyond) in South Australia?

PGY2 and beyond training positions are referred to as Resident Medical Officers (RMOs) in the SA Health Salaried Medical Officers Enterprise Agreement 2022 available here.

8. What health networks are in South Australia and where are they located?

> Barossa Hills Fleurieu Local Health Network

Mount Barker District Soldiers' Memorial Hospital - 87 Wellington Road Mount Barker SA 5251 – 35km from Adelaide CBD.

Southern Fleurieu Health Service - Harbor View Terrace, Victor Harbor, South Australia 5211 – 86km from Adelaide CBD

> Central Adelaide Local Health Network

Royal Adelaide Hospital - North Terrace, ADELAIDE SA 5000 - 1.5km from Adelaide CBD The Queen Elizabeth Hospital - 28 Woodville Road, WOODVILLE SA 5011 - 8.9 km West of Adelaide CBD

> Eyre and Far North Local Health Network

Port Lincoln Health Service - Oxford Terrace, PORT LINCOLN SA 5606 - 686 km from Adelaide

> Flinders and Upper North Local Health Network

Port Augusta Hospital and Regional Health Service – 71 Hospital Road, PORT AUGUSTA – 280 km North West of Adelaide

Whyalla Hospital and Health Service - 20 Wood Terrace, WHYALLA SA 5600 SA – 380 km North West of Adelaide

> Limestone Coast Local Health Network

Mount Gambier and Districts Health Service - 276-300 Wehl Street North, MOUNT GAMBIER SA 5290 – 430 km South East of Adelaide

> Northern Adelaide Local Health Network

Lyell McEwin Hospital - Haydown Road, ELIZABETH VALE SA 5112 – 24 km North of Adelaide CRD

Modbury Hospital - Smart Road, MODBURY SA 5092 - 15.4 km North East of Adelaide CBD

> Riverland Mallee Coorong Local Health Network

Riverland General Hospital - 10 Maddern Street, BERRI SA 5343 - 230 km North East of Adelaide

> Southern Adelaide Local Health Network

Flinders Medical Centre - Flinders Drive, BEDFORD PARK SA 5042 - 12.4 km South of Adelaide CBD

Noarlunga Health Service - Alexander Kelly Drive, NOARLUNGA CENTRE, SA 5168 - 31.4 km South of Adelaide CBD

9. How does selection and ranking work?

Most disciplines have adopted a statewide approach to selection and ranking and they each have their own selection and ranking process as the Role Descriptions vary. You may be invited to attend an interview where you will be asked standardised questions for that discipline and you may also complete assessment tasks. The discipline, or disciplines, that have assessed your skills will each provide a single statewide list of ranked candidates to SA Health. Using these ranking lists, applicants will be matched to a training position in order of their preferences, if training positions are available.

If you are not deemed as being appointable or training positions for your preference/s have been exhausted, then you will not receive a training position offer.

Supporting documentation and evidence:

10. When do I need to provide my supporting documents?

You will need to upload all of the required documentation in your online Expression of Interest by the closing date

11. Do any of the supporting documents need to be certified?

No, supporting documentation does not need to be certified.

12. Why do you need my passport or citizenship certificate?

In order to apply for a PGY2 and beyond training position in South Australia, you will need to provide proof of your citizenship status, the most common way to provide proof of citizenship is a passport or citizenship certificate.

13. What if I don't have a passport or citizenship certificate?

If you do not have either of these documents, please contact us at HealthSAMET@sa.gov.au

14. My surname differs from that on my passport/citizenship certificate. What do I do?

If the name on your Expression of Interest differs to that on the above documentation, you must also attach a marriage certificate or change of name certificate. This will need to be combined with your residency document and uploaded as one file.

15. I am an international medical graduate, what evidence do I need to provide to confirm that I've completed an internship?

You will need to provide a statement from your employer/s to substantiate completion (or anticipated completion) of internship or equivalent. Your employment contract with your current hospital or a letter from your hospital/health service may be acceptable if they state the rotations you have completed and are expected to complete by the end of your contract. All documentation must show your full name.

16. I am an international medical graduate, what evidence do I need to provide to confirm the status of my Australian Medical Council (AMC) assessments?

You will need to provide a copy of your AMC certificates for each exam completed. If you have not yet completed AMC part 2 but have scheduled a date to complete it, you are also required to provide evidence of this. All documentation must show your full name. For example, an email or letter from the AMC confirming that you have received a clinical exam date.

17. I am an international medical graduate, what evidence do I need to provide to confirm the completion/progress of my supervised training in Australia?

You will need to provide a statement from your employer/s to substantiate completion (or anticipated completion) of internship or 12 months of supervised training in Australia and that this will meet the requirements of the Medical Board of Australia for General Registration by the February start date. Your employment contract with your current hospital or a letter from your hospital/health service may be acceptable if they state the rotations you have completed and are expected to complete by the end of your contract. All documentation must show your full name.

18. The Expression of Interest asks for a copy of my registration certificate. Can I provide a print-out of my registration certificate from the Medical Board of Australia (MBA) website?

Yes, this is acceptable. All documentation must show your full name.

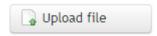
19. Where can I find an example of a CV?

A CV template is provided in the resources section of the SA MET Unit website. This example format is not compulsory to use and is provided as a guide only.

20. How do I upload a document into my Expression of Interest?

To upload a file:

1. Click 'Upload file'.



- 2. Select the file from your computer.
- 3. Press 'Open', to send the document to us, the document may take a few minutes depending on the speed of your internet connection to upload.

You can also choose to upload files from a Dropbox or Google Drive account by clicking the button for either option to sign into your account and select the file you wish to use.

To review a file that you have uploaded, please move to another page then come back to the previous page. This will allow you to view and confirm you have loaded the correct document.

To delete a file that you have uploaded, click 'Delete'.

21. What can I do if I am having difficulty uploading a document to support my Expression of Interest?

In the Expression of Interest process all documents must be uploaded in the following formats:

- > DOC
- > DOCX
- > PDF
- > TXT
- > RTF
- > JPG

However, for large documents they should be in DOC, DOCX or PDF format ONLY.

Each document can be up to **10MB** in size but cannot exceed 10MB. The file size is ample for any document to be uploaded.

If you have any difficulties uploading your documents, please **seek private IT support** as most solutions relate to your own individual equipment.

Supporting documentation - Cover letters:

22. What do I put in my cover letter?

Your cover letter is an opportunity to sell yourself to your potential employer.

Some training positions require specific criteria to be addressed in their cover letters. Please review the Training Program Information Packs when writing your cover letter.

The following points could be addressed in your cover letters:

- > Short- and long-term career goals, area/s of interest and why you have chosen this field.
- > Reasons you have chosen this position to undertake your training, what you believe the hospital will be able to offer you.
- > The reasons you have chosen this training program, your understanding of the program, what it can offer you and how it will contribute to your career goals.
- > Any previous experience you may have in this field. If you do not have previous experience, then why you are interested.
- > Particular rotations that you are hoping to acquire and why.
- > The skills, knowledge and attitudes that you bring to the training position and how they relate to this clinical area.
- > If you are applying to a rural training program, why you are interested in this and whether you have ever worked, studied or lived in a rural area. This should include information about the period, activity and location.
- > Whether you are currently enrolled in a training program for your specialty of choice and, if so, which one, at what level (provisional/basic/advanced) and the college requirements.
- > If you are applying for Psychiatry, your preferred hospital sites for rotations.
- > Your letter should not be more than one side of an A4 sheet.

23. Who should I make my cover letters out to?

Cover letters are to be addressed to the relevant contact person. See the relevant Information Packs on the SA MET website for the appropriate contact person.

24. Can I update or change my cover letter?

No. You are unable to change or upload additional documents once you have submitted your Expression of Interest.

25. Where can I find more information about the training opportunities so that I can tailor my cover letter?

See the relevant role descriptions. A link to the role description can be found within the program specific Information Packs.

Referees:

26. Can my referee complete a paper-based report for me?

No, all reports must be completed online. Referee reports can only be completed online, therefore your nominated referees must have a valid email address. A unique link specific to your Expression of Interest will be automatically generated and emailed to your referee. Your referee may then commence their online referee report.

27. Can I obtain a copy of my referee reports?

Referee reports are provided in confidence and will not be provided to applicants or to any institution outside of the SA Health centralised PGY2 and beyond Expression of Interest process. Referee reports will be provided to all of your nominated training programs to assist with the shortlisting and ranking process.

28. What kind of information is asked for in the referee reports?

Please see example referee report on the SA MET website. The referee reports may vary from this version slightly.

29. I have entered a wrong email address for a referee. How can I fix this?

You must ensure that the referee's email address is correct. This is used by SA Health to communicate with the referee and to provide instructions for completing your referee report. If the referee's email address has been entered incorrectly, you will need to contact HealthSAMET@sa.gov.au in order for this to be updated.

30. One of my referees has told me they cannot complete my report. What should I do now?

If one of your nominated referees is unable to complete the referee report, you need to contact SA MET in order to nominate an alternate referee.

It is important that you obtain the agreement of your nominated referees before entering their details into your Expression of Interest form. You should ensure that your referees have access to email and that they have a good understanding of your skills, knowledge and attitude.

31. My referee has not completed the report. What should I do?

It is your responsibility to ensure that referees complete and submit their reports by the due date.

32. My referees have not completed my reports. Will my Expression of Interest be marked as ineligible?

No, however you may be disadvantaged overall as the selection panel will have less information about you during their selection and ranking process. Each training program has their own selection criteria and different training programs may have a minimum requirement of two or three referee reports. It is to your advantage to follow up your referees to ensure the hospitals have access to more information about you.

33. I have been nominated as a referee by an applicant but I am unable to complete the report. What should I do?

If for any reason you are unable to complete the report, please contact the applicant directly and advise them. The applicant may be able to arrange for an alternative referee to be nominated.

34. My referee does not have an email address. Does this matter?

All communication with referees is undertaken via email and all referees must have an email address. This may be one of their own (hospital or personal) or it could be a member of the administrative staff in their clinical unit.

35. My nominated referee has more than one email address. Can I enter all of these?

Please only provide ONE email address for each referee. It is up to you to ensure that this email address is the referee's preferred contact and that it is entered correctly. If you enter multiple email addresses into the email field, unfortunately that referee will be unable to be contacted.

Expression of Interest process:

36. What if am not able to complete my Expression of Interest by the closing date?

In order to be considered for a training position, you must complete your Expression of Interest by the closing date. Late Expressions of Interest will **NOT** be accepted.

37. Will SA Health contact me after the Expression of Interest closing date if I have provided insufficient information in my Expression of Interest?

You are responsible for providing complete and accurate documentation with your Expression of Interest by the closing date. If insufficient documentation is received, you will not be included in the allocation process. If your Expression of Interest is deemed ineligible after submission you will receive an automated email notifying you of this.

38. Can I include both entry into vocational or pre-specialist training and general training in my preferences?

You can choose any combination of preferences. The matching system will optimise your highest preference with the program's ranking. If you have been ranked by the training program you will be offered the highest available preference.

If you choose not to accept this training position, you will unfortunately NOT be offered another training position within this centralised Expression of Interest process. Once a match has been made your Expression of Interest will be removed from the allocation process.

39. How will I find out if I have received a training position offer?

You will be sent correspondence via email. You may only have a short time to respond, therefore it is recommended that you monitor your email regularly. Alternatively, you may log into your SA Health Careers Applicant account to check the status of your Expression of Interest.

Updating my Expression of Interest:

40. Can I change the documents I uploaded or provide additional documents after I have submitted my Expression of Interest?

No. You are unable to change or upload additional documents once you have submitted your Expression of Interest. Applicants have a three week period in which to complete the online Expression of Interest form. You are encouraged to check all information in your online Expression of Interest as well as check to ensure all documents you upload are the correct documents and are legible. There will be guidelines in the Expression of Interest form about how to upload and check your documents.

Once you have submitted your Expression of Interest and after the Expression of Interest closing date you can only:

- > Change your contact details.
- > Withdraw your Expression of Interest.
- > Update the order of your preferences.

41. Can I remove a preference after I have submitted my Expression of Interest?

Yes, after you have submitted your Expression of Interest, you will have the option to log back into your Expression of Interest form (up until the predetermined date, see Important Dates) and update your preferences on the Re-order Training Program Preferences page. Here you may remove any unwanted preferences and re-order any remaining preferences.

Example:

Original preferences	Reordered preferences
 Pref 1: CALHN BPT 	Pref 1: CALHN BPT
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Pref 2: SALHN BPT

• Pref 2: NALHN BPT

Pref 3: NALHN BPT
 Pref 3: CALHN General Training/GP

Pref 4: CALHN General Training/GP Pref 4: N/A

42. Can I update the order of my preferences after I have submitted my Expression of Interest?

Yes, once your Expression of Interest is submitted, you will have the option to change the order of your existing preferences (up until the predetermined date, see Important Dates) and update your preferences on the Re-order Training Program Preferences page.

Example:

Original preferences

- Pref 1: CALHN BPT
- Pref 2: SALHN BPT
- Pref 3: NALHN BPT
- Pref 4: CALHN General Training/GP

Reordered preferences

- Pref 1: SALHN BPT
- Pref 2: NALHN BPT
- Pref 3: CALHN BPT
- Pref 4: CALHN General Training/GP

43. Can I change my preferences after I have submitted my Expression of Interest?

Technically yes, however you may only add preferences from the same discipline/s that you nominated in your original preferences. After you have submitted your Expression of Interest, you can log back into your Expression of Interest form (up until the predetermined date, see Important Dates) and update your preferences on the Re-order Training Program Preferences page.

Program disciplines that are acceptable for swapping preferences:

- > Statewide General Training/General Practice Training NALHN, SALHN & CALHN
- > Statewide Basic Physician Training NALHN, SALHN & CALHN
- > Statewide Surgical Resident Medical Officer NALHN, SALHN & CALHN
- > Statewide Medical Service Resident NALHN & SALHN
- > NALHN ENT Surgery Service Lyell McEwin and Modbury Hospitals.

Example 1 - ACCEPTABLE

Original preferences

- Pref 1: CALHN BPT
- Pref 2: NALHN BPT
- Pref 3: CALHN General Training/GP
- Pref 4: NALHN General Training/GP

Reordered preferences

- Pref 1: CALHN BPT
- Pref 2: NALHN BPT
- Pref 3: SALHN BPT
- Pref 4: CALHN General Training/GP

Example 2 - ACCEPTABLE

Original preferences

- Pref 1: TAPPP
- Pref 2: Berri Psychiatry
- Pref 3: MGDHS General Training/GP
- Pref 4: NALHN General Training/GP

Reordered preferences

- Pref 1: CALHN General Training/GP
- Pref 2: Berri Psychiatry
- Pref 3: TAPPP
- Pref 4: MGDHS General Training/GP

Example 3 - NOT ACCEPTABLE

Original preferences

- Pref 1: CALHN BPT
- Pref 2: NALHN BPT
- Pref 3: CALHN General Training/GP
- Pref 4: NALHN General Training/GP

Reordered preferences

- Pref 1: SALHN Surgical RMO
- Pref 2: NALHN BPT
- Pref 3: SALHN BPT
- Pref 4: CALHN General Training/GP

44. How do I withdraw my Expression of Interest from the allocation process?

Once you have submitted your Expression of Interest, you may withdraw at any time. Simply log into your SA Health Careers Applicant account using your existing login details and press the 'Withdraw' button.



If you have accepted a training position and subsequently wish to withdraw, please email HealthSAMET@sa.gov.au and inform the SA MET Unit of your intention to withdraw.

SA Health requests that you withdraw your Expression of Interest in SA if you have accepted a training position elsewhere.

After receiving a training position offer:

45. What happens if I am offered a training position in South Australia but am waiting on an offer from interstate?

It is not acceptable to hold two or more training position offers from various states for a period of more than 72 hours.

SA Health reserves the right to withdraw training position offers from applicants who are holding onto two or more positions across Australia.

46. Can I move into another hospital training position (i.e. preferred training position) that becomes available when someone else withdraws after my initial acceptance?

The allocation system and SA Health are unfortunately unable to accommodate a reallocation. Once you have been matched to a training position, your only options are to accept or decline. SA Health will match you to one training position only via this centralised Expression of Interest process.

47. Am I able to swap my allocation with another person?

No, unfortunately swapping allocations is not permitted in South Australia.

48. What if I do not receive my first preference?

You will only be made one training position offer based on your preferences and the selection and ranking submitted by the hospital programs. Please consider the training position offer carefully and do not reject on the basis that you may receive another training position offer; through this centralised Expression of Interest process, you will only receive a single training position offer from SA Health.

49. Do I notify you if I am declining a training position offer?

Yes. We need to hear from you if you are declining a training position offer. This ensures that the place can be offered to another applicant. Clear instructions on how to accept or decline an offer will be included in any correspondence to successful candidates.

50. If I receive a training position offer but don't respond by the due date indicated in the email, will you accept a late response?

No. If your response to a training position offer is not received by the date indicated in your offer, SA Health will withdraw the training position offer and the training position will be offered to another applicant. You will not receive any further training position offers through this centralised Expression of Interest process.

51. I have accepted a PGY2 and beyond training position, however will not be in the country before my commencement date. Who is responsible for ensuring all pre-employment preparation is undertaken?

You are fully responsible for all aspects pertaining to your pre-employment leading to commencement. You may choose to elect a nominee to act on your behalf in your absence. Please ensure your mail is forwarded to you and that you allow enough time before your commencement date to complete the contract requirements (e.g. Registration, Criminal History Check, Pre-employment Health Assessment etc.) on your return to Australia.

If you do not satisfy all pre-employment conditions prior to commencement the training position offer will be withdrawn.

Checklist

Please ensure all information is correct before submitting your Expression of Interest .

You can follow the below checklist.

Uploads:	Ensure the following is correct:
Medical Registration Certificate	Contact Phone number
Passport	Email address
CV	Order of preferences
English language requirement – if required	Referee details
Visa – if required	Answer to questions (if applicable)
Statement of service – if required	Contact Phone number
Cover letter/other templates – if required	

Terms of Use

The allocation process is administered by SA Health, represented by the SA MET Unit (Unit).

The allocation system is not a guarantee of placement or employment. Candidates must meet all Expression of Interest requirements and minimum criteria. All Expression of Interest applications will be checked for eligibility prior to inclusion in the allocation process.

Candidates must provide complete, accurate information in order to be included in the allocation process. Expression of Interest applications may be terminated and/or the candidate removed from the allocation process if incomplete, false or misleading information is provided.

The Unit reserves the right to request further documentation to substantiate information provided by candidates.

The Unit may, in its absolute discretion, refuse to accept and include in the allocation process any candidate who at any previous time has failed for any reason to accept an allocated training position or who resigned from employment with the Local Health Network/hospital within a period of six months of his or her appointment or who has been lawfully dismissed by the Local Health Network/hospital from his or her appointment with or without notice for serious misconduct or for failure to comply with the terms of the contract of employment.

You must provide a valid email address and phone number in order to be included in the allocation process. This is used to communicate with you regarding all aspects of your Expression of Interest application. It is your responsibility to ensure that all contact details are correct and updated as required. Although the Unit takes all due care for ensuring that communications are sent when required, no responsibility for receipt of communications is taken.

Although the Unit takes its responsibilities in the allocation process seriously and will end eavour to take any steps reasonably and practically available to it to resolve any unforeseen issues that may arise, the Unit will not be liable to candidates for any errors or omissions that occur.

The Unit does not provide contracts of employment. If an allocation is made, this is done on behalf of the employing Local Health Network / SA Health and is not a binding contract. All employment contracts and conditions of employment are matters for agreement between candidates and the employing Local Health Network / SA Health.

To limit multiple acceptances across the states, candidates are required to withdraw their Expression of Interest with SA Health if they have accepted a training position elsewhere.

Contacts

SA Health

South Australia Medical Education and Training Unit

Email: HealthSAMET@sa.gov.au

Telephone: (08) 8226 7231

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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