



# SOUTH ISLAND ANAESTHESIA TRAINING ROTATION

Information for Registrars commencing 2024

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## **SOUTH ISLAND ANAESTHESIA TRAINING SCHEME AND ROTATION**

Please note this information may be subject to variation from time to time as circumstances change.

### **OVERVIEW**

Anaesthesia training at Registrar level occurs in many hospitals in the South Island of New Zealand. All training positions and hospitals are accredited for a specific duration of training by the Australian and New Zealand College of Anaesthesia (ANZCA). This information together with contact details for those responsible for supervising training at each location can be found at [www.anzca.edu.au](http://www.anzca.edu.au)

Currently there are 2 main options for trainees within the South Island to gain accredited training time in Anaesthesia and progress through the ANZCA system. Option 1 is to join the South Island Training Scheme which is a regional, rotational arrangement that appoints trainees to a 4-year structured training pathway or to train under option 2) An independent system by which trainees apply for and construct their own training pathway in positions approved by ANZCA.

The Independent pathway is for those trainees who need the flexibility within their training to allow for past experience or for other concerns outside of anaesthesia. They must still follow ANZCA regulations but there is more flexibility inherent within this option. There is no difference in the level of support or access to clinical/non-clinical time vs being on the rotational scheme. The biggest disadvantage is that future career planning relies on vacancies becoming available at preferred destination hospitals. Up to half of all positions within the South Island hospitals are independent of the scheme positions.

The South Island Anaesthesia Training Scheme (SIATS) is the ANZCA rotational scheme that covers the training sites in Christchurch, Dunedin, Invercargill and Timaru. The SIATS is co-ordinated by the Rotation Supervisor of Training (ROT) based in Christchurch with hospital-based Supervisors of Training (SOT) ensuring local training needs are met. This provides a comprehensive and integrated training experience for trainees over a 4-year period. Each year, 7 trainees are accepted onto the scheme with 5 trainees commencing in Christchurch and 2 in Dunedin. Although all RMOs within Anaesthesia work within RDA/STONZ contract rules, those on the SIATS will be given preference for specific training runs / courses and study leave if conflicts arise that would prevent rotation to other centres. This, together with a guaranteed rotation that ensures comprehensive training at all stages is the benefit of applying to the SIATS.

The last stage of ANZCA training – the Provisional Fellowship year – sits outside of the South Island Training Scheme and is managed by the hospitals that provide this position.

### **ROTATION ADMINISTRATION**

A Committee consisting of the Rotation Supervisor (Appointed by ANZCA), two Specialist Anaesthetists from each of Dunedin and Christchurch and one from each of Invercargill and Timaru, administer the rotation.

Dr James Dalby-Ball of the Christchurch Department of Anaesthesia currently chairs the committee ([james.dalby-ball@cdhb.health.nz](mailto:james.dalby-ball@cdhb.health.nz)).

Administration support is based at Christchurch Hospital.

## **TRAINING CENTRES IN THE SOUTH ISLAND TRAINING SCHEME**

### **SOUTHLAND HOSPITAL**

Serves a base population of 107,000 and performs 5000 surgical procedures per annum. It has 12 consultant anaesthetists. It offers training in anaesthesia for the basic surgical specialities. Trainees can expect to do 600 - 900 cases during the year, of which about 60% will be at Level 1 supervision, depending on the trainee's previous experience. Southland Hospital is not recognised for specific subspecialty training, however the trainee will be involved in trauma management, acute pain service, obstetrics and Intensive Care. The department performs 250 procedures on patients aged less than four years and 350 on patients aged 4 - 10 years. Some trainees will spend one year in Invercargill.

### **DUNEDIN HOSPITAL**

Serves a base population of 180,000 and performs 11,000 surgical procedures per annum. It has 42 anaesthetists (26 FTE's) of whom 24 are Fellows of ANZCA. It is able to offer subspecialty experience in cardiothoracic anaesthesia per annum (300 Bypass Cases/Year and 150 thoracic cases/year) and in Neuroanaesthesia (150 cases/year). It can offer training in obstetric anaesthesia. It has a functioning Acute Pain Service and 6 sessions per week in chronic pain. It performs 1000 procedures on patients aged less than 4 and 700 procedures on patients aged 4 – 10. Some trainees will spend 1 or 2 years in Dunedin. There are also 3 PF positions within Dunedin Hospital and 2 SHO positions which sit outside of the SIATS Scheme.

### **TIMARU HOSPITAL**

Serves a population of 50,000 and performs 3630 surgical procedures per year of whom 108 are aged less than 4 and 244 are aged 4 – 10. It has 13 anaesthetists of whom 11 are Fellows of ANZCA. It does not offer any specific subspecialty experience. Trainees who do not rotate to Invercargill will be expected to spend three months at Timaru Hospital whilst based in Christchurch.

### **CHRISTCHURCH HOSPITAL**

Serves a base population of >500,000 and performs 21,000 surgical procedures per annum. It has regional units for plastic surgery, spinal injuries and paediatric surgery. It has 84 anaesthetists of whom 80 are Fellows of ANZCA. It is able to offer subspecialty training in cardiothoracic anaesthesia for (375 bypass/year, 100 major thoracic cases/year), neuroanaesthesia (500 cases/year), paediatric anaesthesia (6000 cases/year), obstetric anaesthesia, and ICU. It is accredited for 6 provisional fellowship posts.

Christchurch is the only hospital in the South Island which currently offers accredited positions in ICU. These are 6-month posts and trainees on the South Island Training Scheme will be guaranteed a place.

In addition to the registrar positions it offers SHO and PF positions in Anaesthesia although these sit outside the South Island Scheme.

## **INFORMATION FOR APPLICANTS TO THE SOUTH ISLAND ANAESTHESIA TRAINING SCHEME**

All applications for a position as an Anaesthesia Registrar at Christchurch Hospital are made via the RDST at Christchurch Hospital. This is for “Independent” and for “Rotational Trainees” alike.

Throughout the year there may be adverts for Independent positions but the applications for the SIATS are advertised on an annual basis through the national RMO recruitment process. All applications are handled by the RMO Unit at CDHB which will advertise, inform and collect applications on behalf of the selection committee.

### **Application Process Outline**

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#### **1. Key dates in 2023**

Applications open (RDST): 12<sup>th</sup> May

Applications close (RDST): 12<sup>th</sup> June

Applications given to Selection Committee: 7<sup>th</sup> July

Short-listed applicants invited to interview: 14<sup>th</sup> July (+/- few days)

Interviews: 26<sup>th</sup> July (Confirmed) can be *virtual or in-person*. *No alternative date*

National Rotations meeting: 31st July

Formal offers from RDST: 21<sup>st</sup> August

Please note the narrow timeframe where the shortlisting and interview process will take place. Due to this there is no ability to consider applications or arrange interviews outside of this timeline.

#### **2. Are you eligible to apply?**

1. Registrable by the Medical Council of New Zealand.
2. Completion of a minimum of 3 years post-graduate medical experience, not more than 6 months in anaesthesia and/or intensive care and not more than 6 months in general practice.
3. Satisfy ANZCA’s criteria to commence or continue approved training
4. At least six months anaesthetic experience as an SHO or non-ANZCA training registrar
5. Willingness to rotate around the participating hospitals as required.
6. Free from alcohol and chemical abuse.
7. Willingness to comply with the rules and procedures of ANZCA.

The selection process will ensure that suitable RMOs are identified and employed to the Registrar position through a transparent, fair and equitable process.

All of the participating Hospitals within the Southern Rotation and their respective Departments of Anaesthesia are committed to ensuring equity and diversity of Registrars appointments.

In particular, as agents of Te Whatu Ora and the Crown, we recognise that we have obligations to fulfil under Te Tiriti o Waitangi. Māori are currently underrepresented in Anaesthesia and we will make efforts to achieve a workforce that proportionally represents our Māori population as per Te Tumu Whakarae Position Statement (2019) in order to contribute to New Zealand's Māori Health Strategy, He Korowai Oranga. Pasifika will be considered similarly due to their health inequities.

### 3. How to plan your application:

#### 1. Prepare a CV and Cover letter

This will form the main part of the first stage of the application. It should be clear why you are applying for the South Island Scheme in addition to following the layout of a standard medical C.V. Applications which show strength in the ANZCA Roles in Practice will be at an advantage.

#### 2. Will your application reflect selection criteria?

Trainees should review the ANZCA Handbook for Training to gain insight into the selection criteria that ANZCA suggest make a good anaesthetist.

An application that reflects these areas will be a strong application.

A scoring system will be used to rank and select applicants (see end of this document). Please ensure application provides full information to enable accurate assessment of every criterion. A specific referee's report will be sent to your nominated referees to obtain information relevant to the selection criteria.

The weighting given to each part of the application process in 2023 will be:

- 40% Medical CV
- 10% Other Interest/Unrelated past work/Overall impression
- 10% Referees
- 40% Interview

#### 3. Consider which rotations you would prefer

Hospital Rotations available starting the 2024 academic year:

Rotation	BTY1	BTY2	ATY1	ATY2
1.	CH	CH	DUN	DUN
2.	CH	CH	DUN	DUN
3.	CH	INV	CH	CH
4.	CH	INV	CH	CH
5.	CH	DUN	CH	CH
6.	DUN	CH	CH	CH
7.	DUN	DUN	CH	CH

You **do not** need to describe rotation preference in your application. This is discussed if you are invited to interview

These rotations are subject to change but if there are any changes they will be communicated to short-listed candidates before or at the time of the interviews.

Each year four of the trainees based in Christchurch who did not spend their second year in Invercargill will be allocated a three-month attachment to Timaru. Occasionally a trainee who has spent time in Invercargill may also rotate to Timaru but this is at the discretion of the Rotation committee. Some trainees may repeat one or more of the runs.

#### **4. Interview Preparation**

These are 20 minutes in length and you should be prepared to cover similar topics to those outlined in the Roles in Practice.

At the interview for the South Island Rotation you will be asked to state a preference. This will be done in written form and be confidential between you and the ROT. At the end of the day these will be discussed with the rest of the panel as part of allocating successful candidates to rotations.

#### **5. Applications to other rotations**

We strongly advise all candidates to apply to other training centres. At the end of the interview the ROT will ask you which other centres you have applied for as we will discuss your application at the national training meeting the week after the interview. This ensures that all trainees end up on a rotation that they prefer, and no training spots go unfilled.

### **INTERVIEWS AND TRAINEE PLACEMENT TELECONFERENCE**

Shortlisted candidates will receive an invitation to attend at their own expense an appointments committee interview in Christchurch in July.

Candidates will be interviewed in person in Christchurch and the interview panel will consist of the Rotation Committee plus a representative from the RMO body.

At the time of interview, short-listed applicants will be asked to list rotations in order of preference. This will be considered when deciding on rotations.

Before job offers are made applicants may be discussed at a teleconference of all anaesthetic departments in New Zealand. The purpose is to avoid multiple job offers to an individual and to help place trainees who have not made the selection list of any of the centres they have applied to. This is not done without your permission. It is useful but not essential for you to indicate your preferences if you have applied to more than one centre. This can be done by letting one of the centres you have applied to know or by letting the Wellington office (PO Box 7451, Wellington South) of ANZCA know.

## **TRAINEE APPOINTMENTS**

The SIATSR will recommend the appointment of the successful applicants to the relevant hospitals. The successful applicants will be notified by the SIATSR of its recommendations and will be given details of the proposed hospital rotation. The letter from the SIATSR will outline: -

- the planned rotation,
- the conditions that need to be met for the planned rotation to occur,
- that rotation to another hospital on the SIATSR may be subject to other trainees following their planned rotations,

This letter will not constitute a formal job offer.

Each Hospital will if they agree make the formal appointments.

The rotation aims to appoint seven 1<sup>st</sup> year (BTY1) trainees each year although the exact rotations and number of positions may vary. Vacant non-BTY1 positions will be appointed using the same process where they are part of the Training Scheme and Rotation. All recommendations for appointment will be conditional upon the appointee agreeing to the proposed rotation.

Continued participation in the SIATSR will be conditional on: -

- passing the Part I exam (FANZCA) by the end of Basic Training Year Two (BTY2)
- and upon satisfactory performance and in-training assessments.

If Registrars who do not meet the conditions for continuation on the training scheme continue to work in a participating hospital as an anaesthetic registrar this will not be part of the South Island Training Scheme and Rotation. Affected Registrars may apply to re-enter the training scheme and rotation after passing the part I exam but may not be able to follow their original agreed rotation. Trainees will leave the rotation after 4 years in SIATSR posts.

## **POSTS THAT ARE NOT PART OF THE SIATSR**

Senior House Officers; Registrars filling posts that are not part of the SIATSR or are vacant SIATSR posts; and Provisional Fellows are not part of the South Island Training Scheme and Rotation and will be appointed independently by each hospital. Applicants for these posts should apply directly to each hospital.

## **PREFERRED CANDIDATES**

Preference will be given to applicants eligible for CTA funding (A graduate in Medicine and Surgery of a medical school recognised by the Medical Council of New Zealand and have General Registration as a medical practitioner from the medical Council of New Zealand).

Shortlisted candidates will receive an invitation to attend at their own expense an appointments committee interview in Christchurch on late June or early July. Successful applicants will be advised late July. Run descriptions for each hospital are available from the RMO Unit Christchurch Hospital.

For applications commencing in the 2024 year

*Applicants should complete the application form obtainable from the Canterbury District Health Board website at [www.cdhb.govt.nz](http://www.cdhb.govt.nz) Please note that the application form is generic to all RMO positions, not only positions in Anaesthesia. Applicants should consider the selection criteria when compiling their application.*

*Applicants should be aware that three confidential referee reports will be required and should notify their referees that they will be contacted directly by the RMO Unit, Christchurch Hospital (on behalf of the selection committee) for their reports.*

## Scoring Matrix

Please note: These points shown here are an example of how we will score an application. They indicate where we would expect to see evidence, with the examples at the end illustrating how you could score points in these areas.

<b>CURRICULUM VITAE</b>	<b>Points</b>	<b>Examples</b>
Medical Expert	10	Demonstrate an aptitude and commitment to acquiring the medical knowledge and clinical skills necessary to commence, continue and complete Anaesthetic training.
Collaborator/Communicator	5	Have an aptitude for and commitment to acquiring the skills and professional attitudes to prevent and manage interpersonal conflict.
Leader/Manager	5	Demonstrate an ability to effectively organize and manage time and resources.  Have a comprehensive understanding of the requirements of Anaesthesia training.
Health Advocate	5	Demonstrate a commitment to the health care of patients from all areas of the region/state/country; the wellbeing of individual patients and the community, including metropolitan, rural and indigenous populations.
Scholar/Teacher	10	Have an appropriate academic history and a commitment to ongoing medical education.  Have an understanding of the clinical review process, audit and research.
Professional	5	
<b>REFERENCES</b>		
Medical expert	2	Demonstrate an ability to evaluate clinical problems and develop appropriate management plans.
Collaborator/ Communicator	2	Demonstrate an aptitude for and commitment to achieving effective interpersonal collaboration and teamwork.

For applications commencing in the 2024 year

Leader/Manager	2	Demonstrate appropriate self-care, ability to cope with stress and willingness to consider feedback.
Health Advocate	2	Demonstrate a commitment to the health care of patients from all areas of the region/state/country; the wellbeing of individual patients and the community, including metropolitan, rural and indigenous populations.
Scholar/Teacher	2	
Professional	5	Demonstrate integrity, punctuality, reliability and a high standard of personal behaviour in the conduct of their professional career.  Have an understanding of medical ethics and its application to professional anaesthetic practice and profession-led regulation.
<b>OTHER</b>		
Outside Interests	5	
Overall Impression	5	
TOTAL SCORE		

**Medical Expert/Scholar Points – Suggested system only to allow comparative assessment.**

**This is based on similar schemes within ICU and Emergency Medicine**

**Courses (maximum 4 points)**

Professional Development courses (0.5 points each) relevant to ANZCA Roles in Practice (of one day or longer). These may include:

- Advanced airway skills courses
- Communication courses
- Echocardiography and ultrasound courses
- Introductory intensive care medicine courses e.g. BASIC
- Donor awareness courses
- Advanced Life Support
- EMAC
- Management courses
- Teaching courses (ANZCA teach the trainer)

**Research/Audit/Presentations (maximum 7 points)**

- PhD (7 points) - in Anaesthesia or Related discipline
- MD (4 points) - in Anaesthesia or Related discipline
- Oral presentation at a national or international ASM or equivalent (2 points each)
- Oral presentation at a regional ASM or equivalent or CDHB-training event (1 point each)

**Qualifications (maximum 7 points)**

- JFICIM, FACEM, FRACP, FRACS (7 points)
- Completion of a masters degree in an Anaesthesia related field (3 points)
- Postgraduate qualification in Anaesthesia related discipline (2 points)
- University degree in addition to medicine (2 points for each)
- Completion of a primary exam of the Colleges listed above (1 points)

For applications commencing in the 2024 year

- B Med Sci (1point) / European Diploma of Anaesthesia (1 point)