



# SA Health

## Area of Need | Assessment Criteria

### 1. Evidence of Need

(Provide evidence that a genuine vacancy exists and that the provision of medical services would fall below an acceptable level if the vacancy was not filled)

Please address the criteria outlined in this table that supports your submission. Additional relevant information may be added if appropriate.

#### All Practitioners

- Reason for vacancy
- Details of health service / practice ie size, type, hours
- Access to other health services
- Impact on service delivery if the position is left unfilled
- Clinical profile

#### GP (additional information)

- GP: Population ratio
- Percentage of aged care beds supported by the service

#### Specialist (additional information)

- Specialist: Population ratio
- Shortages in specific disciplines
- Access to other specialist services
- Outreach services provided

#### Hospital (additional information)

- Relevant activity data.
- Overall staff numbers and vacancy rate.
- Options for secondment from other facilities.

### 2. Market Testing: Outcome of Advertising Efforts

#### All Positions (General Practitioners, Specialists & Hospital Non-Specialists)

- National and State advertising** required and where appropriate advertising through specific Royal College and global media/sites
- Advertising:
  - The position must have been advertised for a total **of three (3) months**,
  - with at least one attempt being made within the **last four (4) weeks**
- Number of expressions of interest (identify number of expressions of interest by Australian graduates and by IMGs)
- Number of applicants who applied for the position
- Number of applicants interviewed for the position
- Indicate why applicants were not successful
- Remuneration and package details

### 3. Position Details

#### All Positions (General Practitioners, Specialists & Hospital Non-Specialists)

- Position Type
- Position Title
- Principal location of the position (*eg practice, hospital, health service*)
- Additional sites of the position (*other hospitals, practices or health services this doctor might work at*)
- Duration of appointment

- Remuneration and package details
- Intentions for retention of the medical practitioner
- If existing, has this position previously been granted Area of Need status?
- If yes, what was the name of the doctor who previously filled the position?

**4. Strategy for Retention of Medical Practitioner eg orientation, upskilling opportunities, continuing medical education, performance review**

*(In relation to retention of the medical practitioner)*

If recruiting to rural SA General Practitioner positions a statement is required from the Rural Doctors Workforce Agency to confirm that Rural Doctors Workforce Agency is aware of the nominated strategies for the retention of the medical practitioner to the site specified in this application.

**5. Regional Health Service Involvement**

***All Positions***

If the medical practitioner position requires admitting rights to a SA public hospital then support is required from the Health Service Board.

For example if a General Practitioner position includes admitting rights to a public health facility a letter of support from the CEO/Health Service Board is required.

- Evidence of support by the CEO/Health Service Board

**6. Other Information**

*(Relevant to Recruitment of Medical Officer eg history of specific difficulties)*