

**SA IMET, DH
Area of Need Program
Assessment Criteria**

Criteria	All Practitioners		
<p>1. Evidence of Need</p> <p>(a genuine vacancy exists and that the provision of medical services would fall below an acceptable level if the vacancy was not filled)</p> <p>Please address the criteria outlined in this table that supports your submission. Additional relevant information may be added if appropriate.</p>	<ul style="list-style-type: none"> • Reason for vacancy • Details of size and type of health service / practice • Access to other health services • Impact on service delivery if the position is left unfilled • Clinical profile 		
	GP	Specialist	Hospital
	<ul style="list-style-type: none"> • GP: Population ratio • Percentage of aged care beds supported by the service 	<ul style="list-style-type: none"> • Specialist: Population ratio • Shortages in specific disciplines • Access to other specialist services • Outreach services provided 	<ul style="list-style-type: none"> • Relevant activity data. • Overall staff numbers and vacancy rate. • Options for secondment from other facilities.

All Positions (General Practitioners, Specialists & Hospital Non-Specialists)	
2. Market Testing: Outcome of Advertising Efforts	<ul style="list-style-type: none"> • National and State advertising required and where appropriate advertising through specific Royal College and global media/sites • Advertising: <ul style="list-style-type: none"> -advertising within the last 6 months; and -adequate exposure of advertising ie at least one attempt at advertising 3 months previously • Number of expressions of interest (identify number of expressions of interest by Australian graduates and by IMGs) • Number of persons interviewed for the position • Indicate response to advertising • Indicate why applicants were not successful
All Positions	
3. Regional Health Service Involvement 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.	<ul style="list-style-type: none"> • Evidence of support by the CEO/Health Service Board

<p>4. Strategy for Retention of Medical Practitioner eg orientation, upskilling opportunities, continuing medical education, performance review</p> <p>(In relation to retention of the medical practitioner)</p>	<p>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.</p>
<p>5. Other Information</p> <p>(Relevant to Recruitment of Medical Officer eg history of specific difficulties)</p>	