



**College of Intensive Care Medicine
of Australia and New Zealand**
ABN: 16 134 292 103

**INTENSIVE CARE SERVICES
FOR AREAS OF NEED**

1. INTRODUCTION

Area of Need (AON) is a term that applies to a medical position and not a geographical area. The position can be located within a public health service (eg a public hospital) or a private service deliverer where local, state and/or national advertising has failed to attract a locally registered medical practitioner. Additionally it must be demonstrated that the delivery of health services is adversely affected by the vacancy.

The AON process developed by the College of Intensive Care Medicine involves working with employers, health authorities and Medical Boards to establish whether a particular post should be designated as AON, providing advice on the appropriateness of the post to provide intensive care services, assessing the suitability of applicants to the post, and facilitating the provision of intensive care services to the population served by the Area of Need post.

The AON process supports the principles presented in the AMC document 'Assessment Process for Area of Need Specialists User's Guide', (available at www.amc.org.au).

The AON process complements the College of Intensive Care Medicine's overseas-trained specialist (OTS) assessment process for specialist recognition, if the AON appointee is an overseas specialist. Service in an AON post should not be seen as an alternative pathway to specialist recognition.

2. OBJECTIVES

The objectives of the College's AON process are:

- 2.1. To work with employers to maximise the attractiveness of the post to Australian Intensive Care Specialists.
- 2.2. To confirm that an AON post meets minimum standards to deliver safe Intensive Care services.
- 2.3. To facilitate the provision of suitably trained intensive care specialists to work in identified Area of Need positions.
- 2.4. To assess the standard and suitability of an applicant for the job description of the specific AON post.

- 2.5. To fast track appointments in AON posts in Intensive Care Medicine.
- 2.6. To follow through to assessment for specialist recognition those applicants who are overseas trained specialists.

3. AREA OF NEED POST

- 3.1. The establishment of a post in intensive care medicine for AON status is a workforce issue and should be addressed by health authorities, local communities, AHWAC, the AMC and College of Intensive Care Medicine. An AON post is intended to meet identified intensive care service needs for which no Australian Intensive Care specialist can be appointed, and as such is generally intended as a limited-term provision.
- 3.2. Employers who have difficulty filling a post should review their management strategies to address:
 - 3.2.1. Minimum standards for the delivery of safe intensive care services as defined in CICM documents.
 - 3.2.2. Salary packages that appropriately remunerate for the intensive care services required having regard to the location of the post.
 - 3.2.3. Working hours that do not compromise patient safety because of fatigue.
 - 3.2.4. Adequate leave and provision of locum services.
 - 3.2.5. Opportunities for appointees to undertake continuing education and maintenance of professional standards.
 - 3.2.6. Requirements for oversight and where appropriate, direct supervision.
 - 3.2.7. Other human resource issues such as accommodation and work environment.
- 3.3. The College of Intensive Care Medicine will support a post for AON status using the following criteria:
 - 3.3.1. Minimum standards for safe intensive care services as outlined in College Policy Document IC-1 "Minimum Standards for Intensive Care Units" are met.
 - 3.3.2. The post has been impossible to fill despite nationwide advertising and attention to the conditions of service outlined in 3.2.
 - 3.3.3. The expected patient load and anticipated outcomes are such that an intensive care facility is more appropriate than transferring critically ill patients to another centre.
 - 3.3.4. Oversight, and where appropriate, direct supervision arrangements are available or can be organised.
- 3.4. The employer of a declared AON post is required to provide:
 - 3.4.1. A detailed job description of the post together with key selection criteria.
 - 3.4.2. A brief description of how it can provide oversight and direct supervision, and support for continuing education and maintenance of professional standards. The College is willing to assist in meeting these requirements.
 - 3.4.3. A statement affirming it has addressed all the issues noted in 3.2.
 - 3.4.4. AMC Forms and documentation as outlined in the AMC AON User's Guide (2002).

- 3.5. The College of Intensive Care Medicine will not recognise an AON post as being suitable to provide intensive care services if the criteria for support in 3.3 cannot be met.

4. ASSESSMENT OF AREA OF NEED APPLICANTS

Employers and local health authorities will seek registration from the State Health Authority to have the position declared as an Area of Need.

- 4.1. The College's AON assessment is a fast-track paper assessment that applies to overseas-trained doctors with temporary or permanent resident visas. An early decision will be made following receipt of all relevant documentation.
- 4.2. The AON assessment is distinct from the OTS assessment process, and although preferred, an interview is not mandatory. An applicant to an AON post who is considered to be an OTS is eligible to be assessed for specialist recognition under the OTS Assessment Process.
- 4.3. The AON assessment will be conducted by the Censor, the Assistant Censor and the Regional Chairman. The following criteria will be used to assess an AON applicant:
- 4.3.1. A specialist degree and practice as a specialist in intensive care in another country. There should be certified documentation of medical registration as a specialist in intensive care medicine in another country (if the specialty is recognised). Consideration is given to the curriculum vitae, references and any other documents that portray the candidate's previous practice as an intensive care specialist.
- 4.3.2. Training in intensive care equivalent with CICM training in its duration, structure and content, assessments and supervision.
- 4.3.3. Experience as a specialist in terms of management of patients with adequate case mix and severity of illness, use of equipment and procedures, and compliance with standards of good intensive care practice as promoted in CICM policy documents.
- 4.3.4. Participation in continuing education and quality assurance activities. A continuous involvement in recent years is important.
- 4.4. The AON assessment will match the applicant's qualities with the requirements of the post as given by the job description and key selection criteria. Consideration will be given to the expected complexity of intensive care problems and the probability of having to work independently.
- 4.5. If satisfactory, the College will recommend to the relevant Medical Board one of the following outcomes:
- 4.5.1 The applicant is suitable to practise in intensive care medicine without direct supervision. He/she is able to proceed to OTS specialist assessment. The applicant is appointable if the post is able to provide for the following conditions:
- 4.5.1.1 Oversight must be provided by an intensive care specialist appointed as an advisor by the College for the first six months in the post. The advisor and the appointee are required to maintain regular contact. This time can be accredited towards the Clinical Practice Assessment Period of the OTS Assessment process, providing reports are satisfactory. The aim of oversight is to provide advice and support. The advisor will submit reports to the employer or Medical Board.
- 4.5.1.2 An on-site visit of the appointee's practice by an intensive care specialist nominated by the College after two months in the post is required. This

may be the specialist providing oversight if appropriate. The aims of the visit are to review the appointee's performance in the post and to provide advice and support. The cost of the visit will be borne by the employer. The College will forward the report of the visit to the employer and Medical Board if required.

4.5.1.3 The appointee must proceed to OTS specialist assessment after six months in the post

4.5.2 The applicant is suitable for appointment to practise in intensive care medicine but only under supervision. He/she is ineligible to proceed to OTS specialist assessment. The applicant may be appointed if the post is able to provide ongoing oversight by an intensive care specialist who is available within the hospital or within 30 minutes travelling time. The purpose of oversight is to provide advice, support and direct supervision. The overseer/supervisor will submit reports to the employer or Medical Board if required.

4.6 If unsatisfactory, the College will recommend to the Employer and the AMC that the applicant is unsuitable for appointment because of inadequate training and experience for that specific post.

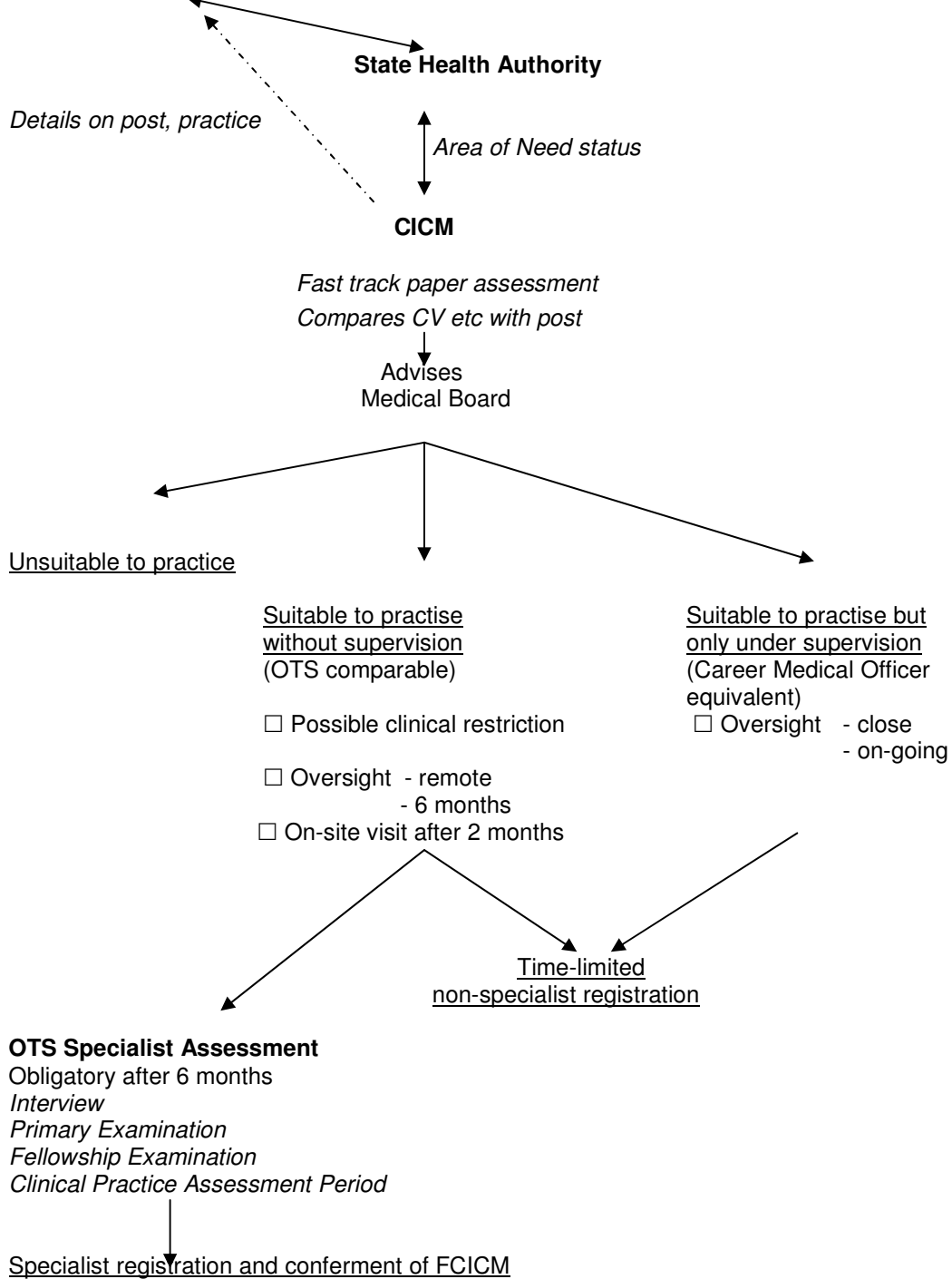
5. PROMOTION OF RURAL INTENSIVE CARE SERVICES

The College supports all measures to encourage intensive care specialists to seek to work in rural areas.

COLLEGE OF INTENSIVE CARE MEDICINE

AREA OF NEED ASSESSMENT PROCESS

Employer identifies position and contacts CICM for assistance with preparation of detailed position description and key selection criteria



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This policy document has been prepared having regard to general circumstances, and it is the responsibility of the practitioner to have regard to the particular circumstances of each case, and the application of this document in each case.

Policy Documents are reviewed from time to time, and it is the responsibility of the practitioner to ensure that the practitioner has obtained the current version. Policy Documents have been prepared having regard to the information available at the time of their preparation, and the practitioner should therefore have regard to any information, research or material which may have been published or become available subsequently.

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