

DRAFT

AGREEMENT BETWEEN
MINISTRY OF HEALTH (or employing hospital)
AND
PACIFIC ISLANDS ORTHOPAEDIC ASSOCIATION

This agreement is for an initial period of 5 years and can be extended by mutual agreement.

The Pacific Islands Orthopaedic Association (PIOA) will provide a post-graduate training program in Orthopaedic surgery including trauma care. The programme will train medical practitioners in orthopaedic surgery to the standard of a specialist orthopaedic surgeon. Graduates will be awarded a Fellowship of the International College of Surgeons (FICS Orth.). PIOA will fully fund the costs associated with attendance at the training modules including airfares, accommodation and a basic living allowance.

PIOA will recruit volunteer orthopaedic surgeons from Australia, New Zealand and other nations to assist in the training programme and the running of examinations and assessment. These volunteer surgeons will provide their services at no cost to the PIOA or the anticipated post-graduation employer.

PIOA will assist with information to assist countries to source the provision of appropriate surgical equipment and resources that may be available for purchase or for donation from Australia and New Zealand.

PIOA will assist with co-ordinating the exchange of surgical, nurse and technical educators between the Pacific Islands and Australian, New Zealand and Swiss non-government organisations. The course will be delivered by volunteer surgeons providing their time and experience at no cost to the PIOA or to Ministry of Health. Candidates will be responsible for their own travel and accommodation costs.

Permanent Secretary

Ministry of Health or employer

28 October 2017

Dr. Desmond Soares

Pacific Islands Orthopaedic Association

The Ministry of Health (MOH) or employer agrees to the following:

Trainees will be employed and have their salary paid by the MOH or hospital during the program. At completion of the program the MOH or employer will employ graduates of the PIOA as a Specialist in Orthopaedic Surgery as long as they fulfil the requirements for registration as a medical practitioner.

Post training requirements for the employer of the candidate:

A condition of acceptance into PIOA courses is that the anticipated post-graduation employer of the applicant must provide an assurance in writing that employment will be provided to the graduate, and that this will be to provide orthopaedic care in the public sector, for a period equivalent of the length of training undertaken. This assurance of employment will be conditional on and not negate the graduate meeting all reasonable employment contract requirements.

The anticipated employer must also undertake to assist with the provision of surgical instruments, prostheses and consumables, which will allow the graduate to work to their full potential, both in terms of their time and their training. PIOA will be able to assist with advice on sources for locating cost effective implants.

In addition the employer should commit to providing the following:

- Description and guidelines for role, and duties
- Recognition of training: including job title and salary scale
- Quality assurance systems (e.g. monitoring systems, audit) to ensure the graduate provides high quality orthopaedic care (PIOA can assist with this)
- Provision of supportive supervision (PIOA supervision visits available on request)
- Provision of opportunities for continuing education (attendance at PIOA scientific meetings and other regional meetings such as Australian Orthopaedic Association and Asia Pacific Orthopaedic Association)

Permanent Secretary

Ministry of Health or employer

Dr. Desmond Soares

Pacific Islands Orthopaedic Association

28 October 2017

AGREEMENT BETWEEN

(The trainee)

AND

PACIFIC ISLANDS ORTHOPAEDIC ASSOCIATION

I, (The trainee) agree that I will be bound by the following:

- Maintain an exemplary work ethic, demonstrating leadership in helping to develop the orthopaedic service at their facility.
- Provide quality orthopaedic care, consistent with the resources available in their facility, to their patients, applying the knowledge and skills gained during the PIOA training modules in their daily clinical practice.
- Participate in audit and maintenance of a surgical log book
- Demonstrate ethical and professional behaviour, acting in the best interests of my patients.
- Teach appropriate skills to other medical and paramedical staff in their facility to promote quality orthopaedic care.
- Advocate for the needs of their patients to improve the quality of orthopaedic care available.
- Provide notice of an inability to attend a module. Cancellations after bookings have been made will incur a penalty payable by the trainee of 50% of the cost of the cancellation (PIOA will cover the other 50%).
- Work together with other fellow PIOA trainees to develop a support network to develop the practice of orthopaedic care throughout the Pacific Islands.
- Commit to working at a health facility in the public sector of the Pacific Island country listed below for a minimum period of 5 years after completion of my training. If I fail to do so I will pay back the cost of my training pro rata at an equivalent cost of \$A10,000 (Ten thousand Australian dollars) per year that I leave the public sector early.

DOB

Dr. Desmond Soares

Trainee candidate name

Pacific Islands Orthopaedic Association

Country:

28 October 2017