

TONGA HEALTH SYSTEMS SUPPORT PROGRAM

INTRODUCTION:

The *Tonga Health Systems – Australian Support*, funded by the Government of Australia, will support the health systems of Tonga in achieving its mission and vision.

The Ministry of Health is therefore seeking an **“Anaesthetist Specialist”** to deliver quality clinical anaesthetist services in anaesthetics and intensive care units at the Vaiola Hospital.

1. Anaesthetist Specialist

Duration: 1 year (contract renewable)
Location: Vaiola Hospital, Ministry of Health (MOH)
Reports to: Medical Superintendent

Other Reporting Relationships

The Anaesthetist Specialist will work closely with other anaesthetists, surgeons and doctors at the Vaiola Hospital

Principal Accountabilities:

1. Delivery of quality clinical anaesthetic services in anaesthetics and intensive care units at Vaiola Hospital
2. Effective management of anaesthetic services at Vaiola Hospital in collaboration with the Anaesthetic specialist and support from the Medical Superintendent’s Office
3. Produce and review standard treatment guidelines.
4. Train medical and other relevant staff on priority anaesthetic topics and skills that contribute to the effective delivery of a wide range of anaesthetic/ ICU practice at Vaiola Hospital.

Key duties

- Provide quality anaesthetics and ICU care consistently to all patients, according to approved protocols
- Review of patients pre-operatively according to approved protocol
- Maintain current negligible and satisfactory number of cases with complications, attributable to anaesthesia.
- Training, mentoring, tutoring and supervision of junior doctors, as well as interns, to improve the quality standards in relation to anaesthetic services
- Assist with planning and reporting activities related to the field of anaesthesia, including quality control, monitoring and evaluation of performance status
- In collaboration with the Specialist Anaesthetist, manage the Anaesthetics and Intensive Care Sections, all year round, with administrative support from the medical superintendent’s office.
- Training of nurses and other health workers in topics related to anaesthesia
- Write and submit a detailed work-plan to the MOH, through THSSP, approximately one month after commencing the assignment.
- Write and submit six-monthly reports to the Ministry of Health, through THSSP, detailing progress against agreed activities.

Qualifications and Experience

- A medical doctor with a basic medical degree registrable in Tonga (eg: DSM, MBBS or MD), plus registration as Fellow of the Australian and New Zealand College of Anaesthetists (ANZCA) or equivalent.
- Registration and current practicing certificate
- Experience in adult and paediatric anaesthesia.
- Sound knowledge and experience in anaesthesia and intensive care as demonstrated by management of both basic and specialised anaesthetics needs.
- Demonstrated experience in providing and participating in educational activities for resident medical staff, medical students, postgraduate nurses, undergraduate nurses, paramedical staff.
- Previous experience living and working in a developing country or within the Pacific region or with other small island states would be advantageous.

Note: Only short listed candidates will be contacted for interviews.

To apply

Please request for a job package from the "*Ministry of Health Administration Office*".

Position contact: "*Mr. Viliami Ika*" on "*28-155*" or at vika@health.gov.to

Tonga Health System Support Program
Anaesthetist Specialist, 17th Jan 2012

Application Package

For many years AusAID, through the Pacific Technical Assistance Mechanism (PACTAM), placed skilled personnel to work with host organizations in the Pacific to assist them in meeting their human resource needs and to respond to emerging development priorities.

For Tonga, there have been 4 surgeons and 2 anaesthetists recruited through AusAid support in the last 2 decades to assist in human resource issues and development priorities in the health sector. Of these, 3 surgeons and 1 anaesthetist were recruited through the PACTAM process. From 2010 there was mutual agreement between the Tonga Health System Support Program (THSSP) through AusAid and Ministry of Health (MOH) for MOH to be responsible for the recruitment of critical human resource needs of the Ministry with the endorsement of the relevant stakeholders – MOH, TSSP, Tonga AusAid and the Government of Tonga Procurement department. In August 2010, the Ministry of Health, Tonga has requested assistance in recruiting and supporting the vacant position of Senior Anaesthetist for Vaiola Hospital.

Employer Details	
Organization	MINISTRY OF HEALTH, GOVERNMENT OF THE KINGDOM OF TONGA. LOCATED AT VAIOLA HOSPITAL, NUKU'ALOFA, TONGA
Organization Purpose, History and Activities	
Organizational Context	The vision of the MoH is by 2020, to be the healthiest nation, compared with our Pacific neighbours, as judged by international determinants.
Background	This assignment supports the 2009 Tonga-Australia Partnership for Development priority of Improved Health. AVI, through PACTAM / AusAid has been placing technical and clinical support personnel at Vaiola Hospital since 2005. This position is the third anaesthetist role under AusAid.
Main Activities	<ul style="list-style-type: none"> • Improve the health status of the people • Improve access to service • Improve the quality of services delivered – contribute to an increase in skills and knowledge of local medical and nursing staff • Capacity building for clinical staff through training, tutorial and workshop • Support the Anaesthetic Department and Vaiola Hospital in its strive to improve quality services at the Ministry of Health Tonga • Make more effective use of resources
Assignment Details	
Assignment Objectives	<ol style="list-style-type: none"> 1. To deliver quality clinical services in anaesthetics and intensive care at Vaiola Hospital 2. Effective management of anaesthetic services at Vaiola Hospital in collaboration with the Anaesthetic specialist and support from the Medical Superintendent's Office. 3. To produce and review standard treatment guidelines. 4. Train medical and other relevant staff on priority anaesthetic topics and

	skills that contribute to the effective delivery of a wider range of anaesthetic/ ICU practice at Vaiola Hospital.
Start Date and Duration	The assignment will commence from approximately February 2011 for duration of one (1) year. Please note that assignment start dates may vary.
Working Relationships	
Supervisor	The position will report to the MoH Specialist Anaesthetist and the Medical Superintendent
Staff Supervision	The Anaesthetist will support the MoH Specialist Anaesthetist in supervising all departmental staff in all area of their work, training and performing technical skills.
Other Staff	<ul style="list-style-type: none"> • Support Vaiola Hospital / Ministry of Health staff where necessary. • Support MOH Tonga relationship with donors and external supporters like UNICEF, WHO and other international organizations
Duties and Responsibilities	
<ul style="list-style-type: none"> • Provide quality anaesthetics and ICU care consistently to all patients, according to approved protocols. • Review of patients pre-operatively according to approved protocols • Maintain current negligible and satisfactory number of cases with complications, attributable to anaesthesia. • Training, mentoring, tutoring and supervision of junior doctors, as well as interns, to improve the quality standards in relation to aesthetic services • Assist with planning and reporting activities related to anaesthesia, including quality control, monitoring and evaluation of performance status • In collaboration with the Specialist Anaesthetist, manage the Anaesthetics and Intensive Care Sections, all year round, with administrative support from the medical superintendent's office • Training of nurses and other health workers in topics related to anaesthesia • Write and submit a detailed work-plan to MOH through THSSP approximately one month after commencing the assignment • Write and submit six-monthly reports to Ministry of Health through THSSP, detailing progress against agreed activities. 	
Workplace Details and Conditions of Employment	
Hours/Days of Employment	40 hours per week There is an on call and out of hours roster which is on based on emergencies and staff availability in the Unit which is rostered by the Anaesthetist specialist / Head of Department. (Roster is based on equal sharing of workload which could be 2 nights on 2 nights off, with no prediction of workload). There is no extra compensation in cash or in time for overtime work.
Leave Entitlements	The contracted health specialist will be entitled to annual leave of 20 days plus standard sick leave provisions in accordance with Tonga Public Service Commission Act and Policy. In addition, Tonga observes a number of public holidays.

Selection Criteria	
Qualifications	A medical doctor with a basic medical degree registrable in Tonga (eg: DSM, MBBS or MD), plus registration as Fellow of the Australian and New Zealand College of Anaesthetists (ANZCA) or equivalent is preferred
Skills and Experience	<ul style="list-style-type: none"> • Registration and current practicing certificate. • Extensive experience in adult and paediatric anaesthetics • Sound knowledge and experience in anaesthesia and intensive care as demonstrated by management of both basic and specialised anaesthetics needs. • Demonstrated experience in providing and participating in educational activities for resident medical staff, medical students, postgraduate nurses, undergraduate nurses, paramedical staff. • Previous experience living and working in a developing country or within the Pacific region or with other small island states would be advantageous.
Personal Attributes	<ul style="list-style-type: none"> • Commitment to team work and embracing of equity, transparency and accountability • Commitment to coaching and mentoring others • Awareness and sensitivity of cross-cultural settings • Patience, tolerance and flexibility • Ability to cope with cultural isolation and a different standard of living • Effective and clear communication skills (Fluent in English or Tongan) • A preparedness to work with limited resources within a challenging environment
Remuneration	
Salary/Allowance	<p>The contracted health specialist will be engaged by the in-country employer, through a contract with the Government of Tonga.</p> <p>A salary package of AUD\$140,000.00 per annum exclusive of tax will be provided to the contracted health specialist by the Tonga Health System Support Program and Employer and;</p> <p>A salary package of T\$49,885.00 per annum inclusive of tax will be provided to the contracted health specialist by the Ministry of Health from the Ministry's salary vote</p>
Mobilization	<ul style="list-style-type: none"> • Flights – contracted health specialist and dependents are entitled to one-way economy class airfare each at the best cost of the day from place of residence to Nuku'alofa • Uplifting of personal items reimbursable up to A\$2,500 • Medical checks reimbursed at actual cost • Police checks reimbursed at actual cost • First month accommodation and living allowance paid upfront at A\$1,500. • Settling-in costs of A\$3,500 * • Orientation program will be provided on arrival in Tonga, by the Ministry of Health.

Demobilization	<ul style="list-style-type: none"> The contracted health specialist and dependents will be entitled to a one-way economy class airfare each from Nuku'alofa to place of residence at the end of this agreement. Uplift of personal items up to A\$2,500
Visa Requirements	The contracted health specialist is responsible for obtaining necessary requirements for a Tongan working visa prior to commencement **
Child Allowance	A\$7,800 per annum per child for children 18 years and under
Health Insurance	The appointee / contracted health specialist is required to arrange and take out own suitable health insurance.
Travel & per diems for work purposes	All travel costs for work purposes will be met by the Government of Tonga
Form of Agreement – Employee Contract	Employer Contract between GoT and contracted health specialist The above benefits and conditions will form part of an agreement between the Government of Australia and the Government of Tonga relating to the funding of the position
Custom privileges	There will be an exemption from customs duties, levies and other charges similar in nature for import into Tonga of the contracted health specialist's personal and household effects and one motor vehicle for private use as agreed upon under the Umbrella MOU between the GoA and GoT.

* This is intended to cover costs such as temporary accommodation on departure from home base and arrival in Tonga

**Health and police records are required. It is the responsibility of the employee to ensure they have the correct requirements on arrival

Accommodation	
Provision	An accommodation allowance is inclusive in the salary package
Utilities	Utilities (Electricity, Water, gas, Internet and telephone) are the expense of the contracted Health Specialist
APPLICATION	
<p>Application preferred via email to: vika@health.gov.to In your cover letter please address Selection Criteria outlined in the assignment description. Current curriculum vitae including names and contact details of three professional referee and copies of your formal qualifications should be attached. Referees will be contacted without prior consent. Posted applications should be addressed to :</p> <p>Program Manager Tonga Health Sector Support Project (THSSP) Ministry of Health PO Box 59 Nuku'alofa, TONGA.</p> <p>Attention: Mr Viliami Ika</p>	
Additional Information	

The contracted health specialist and their accompanying family members will take part in an **arrival briefing** by the THSSP Program Manager, Medical Superintendent, Vaiola Hospital and Principal Administrator.

Final confirmation of the appointment is subject to:

- Formal approval from AusAID and the employer (MOH)
- Procurement of visa and work permits
- A satisfactory medical examination
- A satisfactory criminal record check