

Prospectus for Pre-Hospital and Retrieval Registrars Sydney, NSW, Australia

Hello,

May 2025

Thank you for your interest in the exciting opportunities and incredible experiences that CareFlight can offer you as a Pre-Hospital & Retrieval Registrar.

CareFlight is an aeromedical charity, established in 1986. Our mission is to save lives, speed recovery and serve the community. We use helicopters, fixed wings and road ambulances to bring hospital-level critical care, “out there” to our patients. The CareFlight team provides care for over 9,000 patients every year in New South Wales, the Northern Territory, Western Australia and abroad.

A CareFlight doctor draws on and combines the skills of anaesthesia, emergency medicine and intensive care. Having said that, you do not need to have had extensive experience in all these areas; we are looking for clinicians who are highly motivated and are able to adapt to unfamiliar, changing and challenging environments. You will look after severely injured patients who need emergency treatment at the scene of the accident as well as seriously ill people who need transfer between hospitals, possibly across vast distances. Do not worry - we will teach you everything you need to know!

You will receive a comprehensive induction program prior to starting on the roster. This will include training in aviation, as well as pre-hospital and retrieval medicine. There are ongoing weekly education sessions including case discussions and simulation, as well as days with experts in subspecialty areas such as envenomation, hyperbaric medicine, and paediatrics. You will even receive training in the mountains to gain experience in canyon or cliff edge rescue!

Working for CareFlight encourages you to bring a systematic approach to your clinical practice that you can apply throughout your medical career. Once you have finished our training and have worked in unpredictable and often harsh environments with only a couple of bags of medical supplies, you will certainly excel once back in your hospital environment!

Finally, if you are from overseas, we will take the hassle out of coming to Australia by assisting you with your visa, college accreditation and Australian medical registration requirements. The following prospectus provides further details on CareFlight; our operations, the mix of patients you will see, your roster structure and your remuneration.

So, if you're a registrar or specialist in Anaesthesia, Emergency Medicine, or Intensive Care and want to gain 12 months clinical experience like no other, we'd love to hear from you.

I hope to work with you at CareFlight soon.

Kind regards



Dr. Toby Fogg, FACEM, FRCEM
National Medical Director



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1. Introduction to CareFlight

CareFlight is an Australian charitable organisation with over 30 years of experience in aeromedicine. With bases in New South Wales and the Northern Territory, our crews provide the highest standard of rapid response critical care to the ill and injured. Our specially trained critical care doctors, nurses and paramedics use helicopters, fixed wing and road ambulances to bring a hospital level of care and transport to over 8,500 patients per annum.

CareFlight has a high clinical profile and a significant international reputation for research and innovation. Flying critical care doctors to the seriously ill and injured; introducing night vision goggle technology for safer night flying; conducting a clinical trial to investigate the benefits of early physician intervention for patients with head injuries; these are all Australian “firsts”. Accredited with the colleges Anaesthesia, Emergency Medicine, and Intensive Care, CareFlight is a sought-after career path for senior critical care registrars and consultants alike.

2. Medical Positions with CareFlight

CareFlight currently have 3 options for retrieval registrars:

A. NSW Ambulance Toll Aeromedical Base - Sydney / Orange

CareFlight specialists and registrars undertake retrievals from bases in Bankstown and Orange. CareFlight provides 50% of the doctors to this service and NSW Ambulance provide the other 50%. Doctors conduct primary (pre-hospital) and secondary (inter-hospital) retrieval missions using winch capable helicopters, fixed wing aircraft and road vehicles. The retrieval doctors will be trained in all modes of transport and how they impact upon the care of their patients.



CareFlight employs ten full-time critical care registrars on twelve-month terms to work along-side CareFlight’s specialists at Bankstown and Orange.

Based in Sydney, your role will involve high acuity inter- and pre-hospital transfers as part of the NSW Ambulance retrieval network, including rotations to the busy regional helicopter base at Orange, 300km west of Sydney (see below).

Additionally, you will undertake retrieval and repatriation of critical care patients for CareFlight's International Jet Operations, using Lear jets and commercial airlines which is based out of Sydney.

Sydney based registrars are rotated to the NSW Ambulance/Toll Base in Orange for several days / nights at a time, every few weeks. When travelling to Orange you may do so either by driving your own car or we will arrange a hire car (you will be reimbursed for costs incurred).

CareFlight also provides a serviced townhouse as accommodation for use while working in Orange, and registrars are encouraged to take family whenever possible.



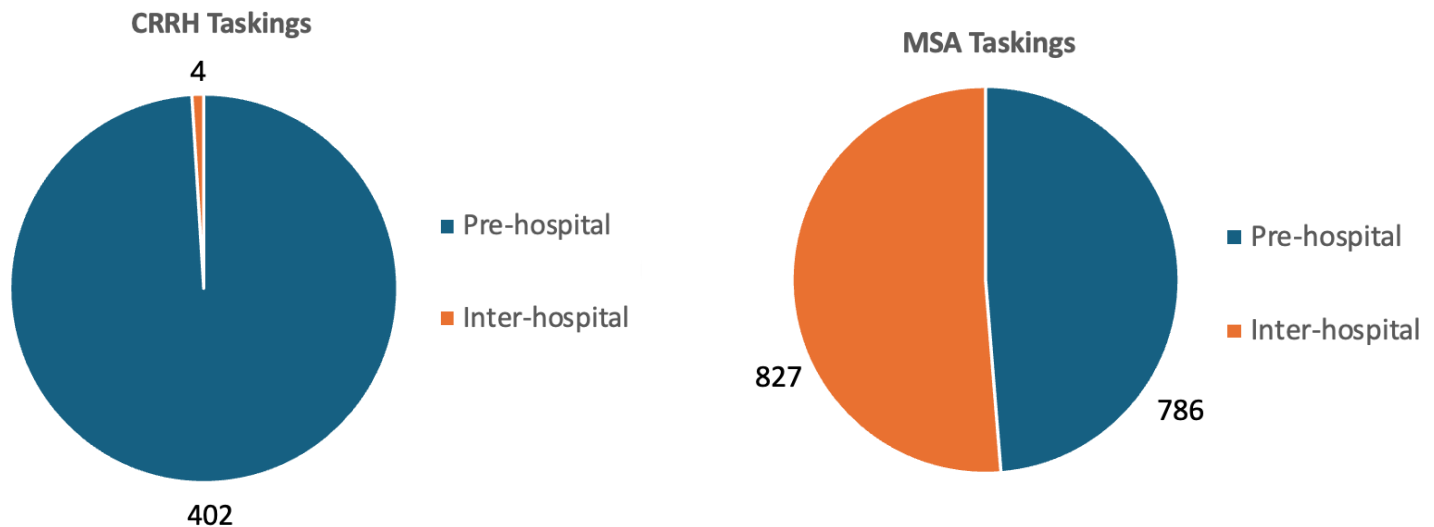
NSW Ambulance Roster pattern:

- Day Helicopter shift: 0730 – 1930
- Night Helicopter shift: 1930 – 0730
- Day Road/Fixed Wing shift: 0700 – 1900
- Evening Road/Fixed Wing shift: 1200 – 2400
- Night Road/Fixed Wing on call shift: 1900 – 0700 (must be within 1hr of Bankstown base while on call)
- Operational support on call shift: 0730 – 0730. Covers sick leave, as well as to occasionally staff an additional response vehicle in times of extremely high caseload (must be within one hour of Bankstown base while on call)
- Orange Helicopter / Road Day shift: 0700 - 1900
- Orange Helicopter / Road Night shift: 1900 – 0700

As we provide a 24-hour, 7 day a week aeromedical retrieval service, you should expect to work approximately 3-5 shifts per week, 50% day / evening shifts, and 50% nightshifts. The roster is written with a 13-week template, so you will know your allocated shifts well in advance.

2024 Case Mix:

- 2019 total missions
 - Pre-hospital missions: 1188 (59%)
 - Inter-hospital missions: 831 (41%)



B. CareFlight Rapid Response Helicopter (CRRH) – Westmead, Sydney

CareFlight's Westmead based Rapid Response Helicopter follows on from our Head Injury Retrieval Trial (HIRT). From 2005 to 2011, HIRT was the centrepiece of CareFlight's research program. This randomised, controlled trial compared two models of care for patients with potentially serious head injuries: standard care by NSW Ambulance paramedics and care by a helicopter rapid response physician/paramedic team. The trial has resulted in delivery of medical teams with response times that are unprecedented in pre-hospital medicine in Australia.

Commencing in February 2026 CareFlight will be employing two registrars as part of an integrated pre-hospital and hospital based Trauma Fellowship in conjunction with Westmead Hospital. These positions will allow the registrars to enhance their training by learning how to deliver care in the pre-hospital arena as well as following the patient care journey into the hospital and undertake a trauma research project with the support of an experienced team.

- Emergency Trainee/Fellow – This position will be split between 0.5 FTE at CareFlight for 12 months, 0.5 FTE at Westmead ED for 6 months and 0.5 FTE Westmead Trauma for 6 months.
- Anaesthetics Trainee/Fellow – This position will be split between 0.5 FTE at CareFlight for 12 months and 0.5 FTE at Westmead as an Anaesthetics Trauma Fellow for 12 months.



Job description

- Pre-hospital work delivering trauma care on the rapid response helicopter in the greater Sydney area. This role involves both paediatric (medical and trauma) and adult (trauma) rapid response.
- Registrars are either rostered on with a specialist and paramedic as part of the medical team, or solely with the paramedic as the duty doctor.
- Retrieval and repatriation of critical care patients for CareFlight's International Jet Operations, using Lear jets and commercial airlines also based out of Sydney.

Roster pattern

- Day helicopter shift: 0730-1830
- Education days are included in your rostered hours.



C. CareFlight Top End Medical Retrieval Service (TEMRS) – Darwin

Based in Darwin, your role will involve low and high acuity transfers within Australia, offshore and internationally. Many transfers are from remote Aboriginal communities and areas including the world-famous Kakadu National Park and Arnhem Land.



International Retrieval and Repatriation

CareFlight Jet Operations provides an aeromedical evacuation service throughout the Asia Pacific region. This provides support for travellers, the Australian Government and Defence, and for foreign nationals. Services are also provided within Australia. We currently staff jets based in Sydney and Darwin. Longer haul missions (to Europe, UK, USA, and Asia) are conducted on regular commercial passenger aircraft and may involve low or high acuity patients.

All CareFlight registrars based at NSW Ambulance Toll Aeromedical Base, CareFlight Rapid Response Helicopter, and Darwin Aeromedical Base rotate to cover the International Rosters.



3. College Accreditation

CareFlight recruits and trains senior critical care specialists and senior critical care registrars for our aeromedical operations.

CareFlight holds College accreditation with:

- Australasian College of Emergency Medicine (ACEM): recognised for six months of advanced training for registrars.
- Australian and New Zealand College of Anaesthetists (ANZCA): recognised for six months of advanced training for registrars.
- College of Intensive Care Medicine (CICM): recognised for six months advanced training for registrars upon request.
- Accredited as an Associateship in Prehospital and Retrieval Medicine training site.

Our college accreditation makes CareFlight a sought-after career path for both specialists and registrars.

4. Training

Training is conducted by CareFlight's highly experienced education faculty staff. We understand that working in this environment is daunting, so we tailor our training to overcome this.

Retrieval training hones the resuscitation skills of registrars rather than introducing them to the concepts. Basic science knowledge to the level of the relevant primary exam is therefore assumed, as is critical care medicine at a senior registrar level. Our teaching focusses on the clinical application of this knowledge in retrieval medicine and assists in cross training you in the other critical care specialties.

Initial training

As part of your orientation, our registrars receive up to five weeks of dedicated and comprehensive medical and aviation training covering:

- Pre-hospital and Inter-hospital medicine
- Extensive aviation familiarisation and safety training
- Helicopter Underwater Escape Training (HUET) with the Emergency Breathing System

The initial training is carried out by both CareFlight and NSW Ambulance if you will work on a NSW base. A condition of your employment is that all training and assessments must be successfully completed.



Ongoing training

Training does not just stop after the initial orientation. It will be ongoing, and you will receive more training than in any other position in your career. NSW Ambulance schedules fortnightly Clinical Governance Days and on the alternate fortnight CareFlight education sessions are held. This means that as a CareFlight registrar you will receive weekly education. These days form part of your roster and are compulsory.

Teaching involves medical team members, paramedics and external instructors and covers such topics as:



- Practical simulation components as cliff edge and canyon training, envenomation, and navigation days.
- Other more advanced elements of retrieval medicine,
- QA activities such as morbidity and mortality meetings and
- Non-clinical portfolios

5. Clinical Supervision and Support

Registrars receive extensive clinical and operational supervision plus formal assessment with the Supervisor and Co-Supervisors of training.

In addition, through CareFlight's mentor program, each registrar will be supported by an experienced retrieval specialist working alongside you in the same service.

6. Essential Qualifications and Experience

- Minimum 5 years postgraduate experience
- Australian trainees
 - Completion of primary examination in any critical care specialty
 - Applicants need to be in their final year of advanced training, a Provisional Fellow or Specialist in anaesthesia, emergency medicine or intensive care.
- UK Trainees – Completion of ST 4 (plus FRCA for Anaesthesia)
- International Trainees – senior registrar / consultant in critical care. Please enquire.
- Completion of EMST/ATLS, ETM or equivalent
- Successful completion of CareFlight physical fitness assessment (prior to interview)
- Successful completion of Helicopter Underwater Escape Training (HUET) during induction training
- Current passport (plus visa if required) and drivers' licence.

7. Remuneration

Base Salary is commensurate with the Public Hospital Medical Officers Awards for the relevant State.

8. Why you should choose CareFlight

Where else is your roster the same as the Specialist's roster?

We believe in roster equality and guarantee that you will not work every weekend or that every shift will be a night shift. Our specialists also work a mix of day / evening and night shifts, on weekdays and weekends. Our roster includes an equality table to show that the shifts are shared equally.

You will make a real difference to the long-term outcome of each patient you treat.

Every patient you treat as a CareFlight doctor is, by definition, too sick for the hospital or environment they are in, which is why you are involved. The great feeling you get from that is hard to describe, you must experience it for yourself.

We will train you

Training and education play a major role at CareFlight. We have an extensive induction program which will teach you everything you need to know so you can treat patients outside the comfort and support of a hospital. We schedule ongoing fortnightly training where you will learn from some of the most experienced and specialists and paramedics.

You are never alone.

You will work as part of a professional and caring crew, with highly motivated and experienced people with aviation, paramedicine, and nursing backgrounds as well as police, fire, and rescue services. Retrieval specialists are always contactable to support and guide you when required whether on the roadside, in the middle of the mountains, in a remote village clinic or at ten thousand feet over the Pacific Ocean.

Support staff.

As a smaller organisation, not within a larger bureaucracy, CareFlight provides a more individualised approach to your employment. This support extends from recruitment, through to on-boarding, rosters, pay and mentoring. There is no doubt you will notice the difference when you join the CareFlight family.

Interested?

We are waiting to hear from you, so please apply directly through the careers page on our website



(<https://careflight.org/careers/>) when applications open on Monday, 23 June 2025 or contact us for more information at hr-registrarrecruitment@careflight.org.



February 2025 CareFlight Registrars