

# Information Bulletin



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## Medical Speciality Coding in StaffLink

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**Summary** This Information Bulletin outlines the process to be followed to code medical practitioner positions in StaffLink. Medical Speciality Coding supports the identification of medical positions and training pathways in the NSW Health System to facilitate workforce planning.

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## MEDICAL SPECIALITY CODING IN STAFFLINK

### PURPOSE

This Information Bulletin outlines the process to be followed to code medical practitioner positions in StaffLink.

Medical Speciality Coding supports the identification of medical positions and training pathways in the NSW Health System to facilitate workforce planning.

### KEY INFORMATION

The Speciality coding is based on the Medical Board of Australia (MBA) list of medical specialities and fields of practice. All Medical Practitioner positions in StaffLink are to be coded.

Each position must be coded using the speciality code and speciality field and the position type. Each medical practitioner position in StaffLink must be coded following the process outlined in the Medical Specialty and Training positions schematic.

#### Medical Speciality and Training positions schematic

Speciality Code and Speciality Field	+	Position Type (Primary Function Code)
		Medical Board of Australia List of Specialties and fields of speciality practice( Attachment 1)
		34 Basic Specialist Training Position
		35 Advanced Specialist Training Position
		36 Accredited Training Position
		37 Hospital Non-Specialist Position - Unaccredited
		38 Postgraduate Fellow
		39 Specialist/Visiting Medical Officer (excl GP VMO)
		40 Clinical Academic
		41 Honorary Medical Officer
		42 GP VMO
		43 Rural Generalist Training Position

Positions will need to be coded when the position is established and updated if there is a change to the position, for example if an unaccredited junior medical officer position is subsequently accredited.

It is recognised that at times, there may be a requirement to place individuals against a position that does not reflect their training role. For example, a basic trainee may be placed against an advanced trainee position for 6 months because an advanced trainee has not been recruited or an unaccredited trainee may occupy an accredited position due to failure to recruit an accredited trainee. The coding of the position should not be changed in these circumstances if this is a temporary arrangement. However, if it is

determined to permanently fill the position with a basic trainee and convert the advanced training position to a basic training position or if the position changes to an unaccredited position permanently then the coding should be updated to reflect this change.

### **Assigning a speciality code**

All junior and senior medical officer positions, with the exception of Intern and RMO1 positions, must have a speciality code assigned based on the speciality in which the position is located. The speciality codes and fields are listed in Attachment 1.

At a local level facilities may use different naming conventions to that of the MBA specialities as listed in Attachment 1 to identify a position. However, for coding purposes, the position needs to be linked to one of the MBA speciality codes. The identification of the speciality and field of speciality practice for accredited training positions will be guided by the accrediting college and needs to be consistent with the MBA speciality coding.

The speciality coding of accredited positions in a department provides a guide to the speciality code to be assigned to any unaccredited positions in the same department. Guidance in the coding of unaccredited positions may also be provided in considering the speciality classification of specialists appointed to positions in the Department.

#### **Assigning a speciality code to Intern & RMO1 positions**

All Intern and RMO1 (PGY1 & 2) positions should have the speciality code 510 (HETI accredited (Intern & RMO1) unstreamed) assigned as the speciality code.

#### **Assigning a speciality code to Basic Adult Internal Medicine and Paediatrics & Child Health Training positions**

Basic trainees in adult medicine and paediatrics & child health undertake a variety of rotations during their training and their experience may be described as 'general'. However, positions and not individual medical practitioners are coded through this process. Therefore the basic training position should be coded according to the speciality in which the position is located. For example: A basic physician trainee position based in cardiology should have the speciality code 410 (Physician – Cardiology) and not 415 (Physician – General Medicine) assigned.

#### **Assigning a speciality code to Rural Generalist training positions**

Rural Generalist training positions provide training in advanced skills such as anaesthetics and obstetrics. Rural Generalist trainees are also enrolled in general practice training, however the speciality coding assigned to the Rural Generalist training position should be that of the advanced skills speciality and not general practice. For example if the position provides advanced skills training in anaesthetics then the speciality code to assign is 305 (Anaesthesia) and not 320 (General Practice).

#### **Assigning a speciality code to GP VMO positions**

General Practitioners, particularly in rural and regional health districts, may be appointed to hospitals to provide advanced skills services in a range of specialities such as anaesthesia and obstetrics. In coding the GP VMO position the speciality in which the GP is providing the advanced skill should be assigned to the position and not the general practice speciality code. For example if the GP VMO position is to provide

anaesthetic services in the hospital then the speciality code to assign is 305 (Anaesthesia) and not 320 (General Practice).

#### Education and Training specialty code

Positions established to support education and training of junior doctors, such as Director of Prevocational Education and Training and Network Director of Training, should be assigned the speciality code 331 (Education And Training). The Medical administration speciality code (330) **should not** be assigned to these positions.

#### Assigning a position type

All positions must have a position type code assigned. Position type definitions are at Attachment 2.

Junior Medical Officer Positions accredited for medical specialist training by an Australian Medical Council (AMC) accredited Medical College should be classified as either a basic, advanced or accredited position type (34, 35 or 36).

Intern and RMO1 positions accredited by the Health Education and Training Institute (HETI) for prevocational training should be classified as 33 HETI Accredited Intern & RMO1 Position.

Positions that are not accredited for training by a specialist college or HETI should be classified as 37 Hospital Non-Specialist Position – Unaccredited. Unaccredited positions include Career Medical Officer, Hospitalist, Resident and unaccredited trainee positions.

Some facilities or training programs may use different naming conventions to identify training positions. For example an accredited training position to be filled by a trainee at the later stages of their training may be designated as a Provisional Fellow position. However, as it is accredited for training it should be classified as either an Advanced Specialist Training position or an accredited training position.

As the position type and Speciality / Speciality Field are not dependent on each other, there can be multiple position types within each Speciality. For example, within the speciality of Emergency Medicine there may be Hospital Non-Specialist Positions – Unaccredited, Advanced Specialist Training Positions and Specialist positions.

#### Assigning position type to Adult Internal Medicine and Paediatrics and Child Health Training Positions

Adult Internal Medicine and Paediatric and Child Health Training positions should be classified as either basic or advanced training positions (34 Basic Specialist Training position or 35 Advanced Training position). The code 36 Accredited Training Position **should not** be used for these training positions.

#### Assigning position type to Surgical Education and Training (SET) positions

SET training positions should be coded as 36 Accredited Training Positions and **not** basic or advanced training positions.

#### Coding examples

Examples of coding medical officer positions using speciality field and position type:

1. An advanced specialist training position in Paediatric haematology will be coded as

Speciality Code + Speciality Field = 369 Paediatrics and child health - Paediatric haematology

Position Type = 35 Advanced Specialist Training Position

2. An unaccredited orthopaedic position will be coded as:

Speciality Code + Speciality Field = 478 Surgery - Orthopaedic Surgery

Position type = 37 Hospital Non-Specialist Position - Unaccredited

3. A Surgical Education and Training (SET) orthopaedic position will be coded as:

Speciality Code + Speciality Field = 478 Surgery - Orthopaedic Surgery.

Position type = 36 Accredited Training Position

4. A Staff Specialist Cardiology position will be coded as:

Speciality Code + Speciality Field=410 Physician – Cardiology

Position type= 39 Specialist/Visiting Medical Officer (excl GPs)

5. A Director of Clinical Training position will be coded as:

Speciality Code + Speciality Field=331 Education And Training

Position type= 39 Specialist/Visiting Medical Officer (excl GPs)

### **Relationship between Position Type and StaffLink classification**

A Position Type can relate to more than one StaffLink classification. The business rules as set out in Attachment 3 limit this association to only the appropriate position type. For example, a position coded as a HETI Accredited Intern & RMO1 Position type cannot also have a StaffLink grade and classification of specialist.

The process to identify and assign the appropriate position type linked to a StaffLink classification is outlined:

- Step 1. Determine the StaffLink Classification of the position e.g. JMO Intern.
- Step 2. Using the StaffLink Classification as determined in step 1, select the corresponding relevant Position Type. (Definitions of each Position Type are at Attachment 2)
- Step 3. The Position Type code (e.g. 33 for HETI Accredited Intern & RMO1 Position) will utilise the existing DFF position field of **Primary Function in StaffLink**
- Step 4. If the Position Type has been identified as 33 – HETI Accredited Intern & RMO1 Position in Step 3, then the Speciality Code and Speciality Field in StaffLink should be coded as 510 - HETI Accredited (Intern & RMO1) unstreamed position. For other positions determine the appropriate field of speciality practice based on the speciality in which the Position Type undertakes the majority of its work e.g. 315 Emergency Medicine
- Step 5. The Speciality Code and Speciality Field (e.g. 315 for Emergency Medicine) will utilise the existing DFF position field of **Speciality Code in StaffLink**

Note: The **Client Group in StaffLink** should be 0 Not Applicable

## Relationship between Speciality Code/Field and ANZSCO (Australian and New Zealand Standard Classifications of Occupation)

As with speciality coding, each position in StaffLink must have an ANZSCO code assigned. The ANZSCO data is reported to NSW Department of Premier's and Cabinet.

The ANZSCO code of all position types, with the exception of 33 (HETI Accredited Intern & RMO1 Position), is determined by the speciality in which the position is located. The ANZSCO codes are shown in Attachment 1- Medical Specialty Code, Speciality Field and ANZSCO Code.

All intern and RMO1 positions will have an ANZSCO Code of 253112. However the ANZSCO code of other position types will be determined by the speciality in which they are located. One ANZSCO code will be linked to a number of different position types.

For example:

1. All of the following position types in Paediatric haematology will have an ANZSCO Code of 253321:

- Basic Specialist Training Position
- Advanced specialist training position
- Hospital Non-Specialist Positions - Unaccredited
- Postgraduate Fellow Position
- Specialist/Visiting Medical Officers (excluding GPs)
- Clinical Academic
- Honorary Medical Officer
- GP VMO position

2. All of the following position types in Orthopaedics will have an ANZSCO Code of 253514:

- Accredited Training Position
- Hospital Non-Specialist Positions - Unaccredited
- Postgraduate Fellow Position
- Specialist/Visiting Medical Officers (excluding GPs)
- Clinical Academic
- Honorary Medical Officer
- GP VMO position

Assigning a speciality code to a position **will not** automatically assign an ANZSCO code and assigning an ANZSCO code to a position **will not** automatically assign a speciality code to that position.

### Maintenance

After positions have been established, ongoing reviews need to occur to ensure that Position Type, Speciality Code + Speciality Field and ANZSCO code reflect the current status of that position.

Position coding should be updated at the time of any permanent change to a position, for example if an unaccredited junior medical officer position is accredited.

Otherwise a review of positions should occur when the position is advertised and/or through a regular annual process.

## **ATTACHMENTS**

1. Medical - Speciality Code, Speciality Field and ANZSCO Code
2. Definitions
3. StaffLink Classification related to Position Type and Grade.

## ATTACHMENT 1 - MEDICAL - SPECIALITY CODE, SPECIALITY FIELD AND ANZSCO CODE

Speciality Field (Sub-Specialty)		
Code	Description	ANZSCO
300	Addiction Medicine	253399
305	Anaesthesia	253211
310	Dermatology	253911
315	Emergency Medicine	253912
317	General Practice – Anaesthetics and O&G	253111
318	General Practice – Anaesthetics and Emergency	253111
319	General Practice – Emergency and O&G	253111
320	General Practice - No procedural	253111
321	General Practice – Paediatrics and Emergency	253111
322	General Practice – Paediatrics and O&G	253111
323	General Practice – Paediatrics and Anaesthetics	253111
325	Intensive Care Medicine	253317
330	Medical Administration	134211
331	Education And Training	253999
332	Clinical Governance	253999
335	Obstetrics And Gynaecology – No Speciality Field	253913
336	Obstetrics And Gynaecology - Gynaecological Oncology	253913
337	Obstetrics And Gynaecology - Maternal – Fetal Medicine	253913
338	Obstetrics And Gynaecology - Obstetrics And Gynaecological Ultrasound	253913
339	Obstetrics And Gynaecology - Reproductive Endocrinology And Infertility	253913
340	Obstetrics And Gynaecology - Urogynaecology	253913
350	Occupational And Environmental Medicine	253999
355	Ophthalmology	253914
360	Paediatrics And Child Health - Clinical Genetics	253321
361	Paediatrics And Child Health - Community Child Health	253321
362	Paediatrics And Child Health - General Paediatrics	253321
363	Paediatrics And Child Health - Neonatal And Perinatal Medicine	253321
364	Paediatrics And Child Health - Paediatric Cardiology	253321
365	Paediatrics And Child Health - Paediatric Clinical Pharmacology	253321
366	Paediatrics And Child Health - Paediatric Emergency Medicine	253321
367	Paediatrics And Child Health - Paediatric Endocrinology	253321
368	Paediatrics And Child Health - Paediatric Gastroenterology And Hepatology	253321
369	Paediatrics And Child Health - Paediatric Haematology	253321
370	Paediatrics And Child Health - Paediatric Immunology And Allergy	253321
371	Paediatrics And Child Health - Paediatric Infectious Diseases	253321
372	Paediatrics And Child Health - Paediatric Intensive Care Medicine	253321
373	Paediatrics And Child Health - Paediatric Medical Oncology	253321
374	Paediatrics And Child Health - Paediatric Nephrology	253321
375	Paediatrics And Child Health - Paediatric Neurology	253321
376	Paediatrics And Child Health - Paediatric Nuclear Medicine	253321
377	Paediatrics And Child Health - Paediatric Palliative Medicine	253321
378	Paediatrics And Child Health - Paediatric Rehabilitation Medicine	253321
379	Paediatrics And Child Health - Paediatric Respiratory And Sleep Medicine	253321



<b>Code</b>	<b>Description</b>	<b>ANZSCO</b>
390	Pain Medicine	253211
393	Palliative Medicine	253399
395	Pathology - General Pathology	253915
396	Pathology - Anatomical Pathology (Including Cytopathology)	253915
397	Pathology - Chemical Pathology	253915
398	Pathology - Haematology	253915
399	Pathology - Immunology	253915
400	Pathology - Microbiology	253915
401	Pathology - Forensic Pathology	253915
402	Pathology - Genetics	253915
405	Pathology - Haematology And Physician – Haematology	253915
406	Pathology - Immunology And Physician – Immunology And Allergy	253915
407	Pathology - Microbiology And Physician – Infectious Diseases	253915
410	Physician - Cardiology	253312
411	Physician - Clinical Genetics	253399
412	Physician - Clinical Pharmacology	253399
413	Physician - Endocrinology	253315
414	Physician - Gastroenterology And Hepatology	253316
415	Physician - General Medicine	253311
416	Physician - Geriatric Medicine	253399
417	Physician - Haematology	253313
418	Physician - Immunology And Allergy	253399
419	Physician - Infectious Diseases	253399
420	Physician - Medical Oncology	253314
421	Physician - Nephrology	253322
422	Physician - Neurology	253318
423	Physician - Nuclear Medicine	253999
424	Physician - Respiratory And Sleep Medicine	253324
425	Physician - Rheumatology	253323
435	Psychiatry	253411
440	Public Health Medicine	253999
445	Radiation Oncology	253918
450	Radiology - No Speciality Field	253917
451	Radiology - Diagnostic Radiology	253917
452	Radiology - Diagnostic Ultrasound	253917
453	Radiology - Nuclear Medicine	253917
460	Rehabilitation Medicine	253999
465	Sexual Health Medicine	253999
470	Sport And Exercise Medicine	253999
475	Surgery - Cardio-Thoracic Surgery	253512
476	Surgery - General Surgery	253511
477	Surgery - Neurosurgery	253513
478	Surgery - Orthopaedic Surgery	253514
479	Surgery - Otolaryngology – Head And Neck Surgery	253515
480	Surgery - Oral And Maxillofacial Surgery	252311

<b>Code</b>	<b>Description</b>	<b>ANZSCO</b>
481	Surgery - Paediatric Surgery	253516
482	Surgery - Plastic Surgery	253517
483	Surgery - Urology	253518
484	Surgery - Vascular Surgery	253521
485	Surgery – Hand Surgery	253514
	<b>RELIEF/NIGHTS/UNSTREAMED</b>	
501	Relief/Nights - Physicians	253311
502	Relief/Nights - Surgery	253511
503	Relief/Nights - Obstetrics And Gynaecology	253913
504	Relief/Nights - Paediatrics And Child Health	253321
505	Relief/Nights – Pathology	253915
506	Relief/Nights – Anaesthesia	253211
510	HETI Accredited (Intern & RMO1) unstreamed position	253112

## **ATTACHMENT 2 – DEFINITIONS**

### HETI Accredited Intern & RMO1 positions

- Positions/Terms that have been accredited by Health Education Training Institute (HETI) for both Post Graduate Year 1 & 2 (PGY1/2) or JMO Intern/JMO Resident Medical officer training

### Basic Specialist Training Position

- Positions accredited by the relevant specialty college/faculty/training organisation as being suitable for basic training.
- May include positions advertised as JMO Basic Trainee and JMO Senior Resident Medical Officer.

### Advanced Specialist Training Position

- Positions accredited by the relevant specialty college/faculty/training organisation as being suitable for advanced training.
- May include positions advertised as JMO Advanced Trainee, JMO Provisional Fellow and JMO Trainee.

### Accredited Training position

- Positions accredited by the relevant specialty college/faculty/training organisation as being suitable for training.
- Will apply where colleges do not separate training into Basic and Advanced Accredited training.
- May include positions advertised as JMO Advanced Trainee, JMO Provisional Fellow, JMO Trainee and JMO Senior Resident Medical Officer.

### Hospital Non-Specialist Positions - Unaccredited

- Positions that are not accredited by a medical specialist college for specialist training.
- May include positions advertised as JMO Trainee, Career Medical Officer, Hospitalist.

### Postgraduate Fellow Position

- A position filled by a medical practitioner who has completed postgraduate medical training and obtained their fellowship but who has not yet been appointed as a specialist/senior specialist.

### Specialist/Visiting Medical Officers (excluding GPs)

- The position will be filled by a medical practitioner who has approved specialist qualifications from an Australian Medical Council (AMC) accredited specialist medical college (excluding General Practitioners). Includes those appointed as Staff Specialists, Visiting Medical Officers or Medical Superintendent.

Clinical Academic

- Position to be filled by a medical practitioner who is employed as a member of staff of a NSW university's school of medicine; and who accepts an offer of employment in the public hospital.

Honorary Medical Officer

- A position filled by a medical practitioner to provide a service or services or undertake training at certain facilities but who is not remunerated for those services.

GP VMO position

A position that is filled by a general practitioner.

### ATTACHMENT 3 - STAFFLINK CLASSIFICATION RELATED TO POSITION TYPE AND GRADE

<b>StaffLink Classification</b>	<b>Position Type</b>	<b>StaffLink Grade</b>
JMO Advanced Trainee	<i>35 Advanced Specialist Training Position</i>	Registrar. Medical Officers. Medical Officers
JMO Basic Physician Trainee	<i>34 Basic Specialist Training Position</i>	Resident Medical Off. Medical Officers. Medical Officers Registrar..Medical Officers.Medical Officers
JMO Basic Trainee	<i>34 Basic Specialist Training Position</i>	Resident Medical Off. Medical Officers. Medical Officers Registrar.Medical Officers.Medical Officers
Career Medical Officer	<i>37 Hospital Non-Specialist Training Position</i>	Career Medical Off Transitional. Gde 1.Career Medical Officers. Career Medical Officers Career Medical Off Transitional. Gde 2.Career Medical Officers. Career Medical Officers Career Medical Off Transitional. Gde 3.Career Medical Officers. Career Medical Officers Career Medical Off. Gde 1.Career Medical Officers. Career Medical Officers Career Medical Off. Gde 2.Career Medical Officers. Career Medical Officers Snr Career Medical Off. Career Medical Officers. Career Medical Officers
Clinical Superintendent	<i>39 Specialist/Visiting Medical Officer (excl GP VMOs)</i>	Clinical Superintendent. Lvl 1.Medical Superintendents. Medical Superintendents - 1st year Clinical Superintendent. Lvl 1.Medical Superintendents. Medical Superintendents - 2nd year Clinical Superintendent. Lvl 2.Medical Superintendents. Medical Superintendents - 1st year Clinical Superintendent. Lvl 2.Medical Superintendents. Medical Superintendents - 2nd year
Hospitalist	<i>37 Hospital Non-Specialist Training Position</i>	Career Medical Off Transitional. Gde 1.Career Medical Officers. Career Medical Officers Career Medical Off Transitional. Gde 2.Career Medical Officers. Career Medical Officers Career Medical Off Transitional. Gde 3.Career Medical Officers. Career Medical Officers Career Medical Off. Gde 1.Career Medical Officers. Career Medical Officers Career Medical Off. Gde 2.Career Medical Officers. Career Medical Officers Snr Career Medical Off. Career Medical Officers. Career Medical Officers
JMO Intern	<i>33 HETI Accredited Intern &amp; RMO1 Position</i>	Intern. Medical Officers. Medical Officers
JMO Provisional Fellow	<i>35 Advanced Specialist Training Position 36 Accredited Training Position</i>	Registrar. Medical Officers. Medical Officers
JMO Provisional Trainee	<i>37 Hospital Non-Specialist Training Position</i>	Resident Medical Off. Medical Officers. Medical Officers
JMO Resident Medical Officer	<i>33 HETI Accredited PGY 1 &amp; 2 Position 34 Basic Specialist Training Position 36 Accredited Training Position</i>	Resident Medical Off. Medical Officers. Medical Officers
JMO Rural Generalist	<i>43 Rural Generalist Training Position</i>	Registrar. Medical Officers. Medical Officers
Snr Registrar	<i>35 Advanced Specialist Training Position 36 Accredited Specialist Training Position</i>	Snr Registrar .Medical Officers. Medical Officers
JMO Senior Resident Medical Officer	<i>33 HETI Accredited PGY 1 &amp; 2 Position 37 Hospital Non-Specialist Training Position</i>	Resident Medical Off. Medical Officers. Medical Officers
JMO Trainee	<i>36 Accredited Specialist Training Position</i>	Resident Medical Off. Medical Officers. Medical Officers Registrar. Medical Officers. Medical Officers
JMO Unaccredited Trainee	<i>37 Hospital Non-Specialist Training Position</i>	Resident Medical Off. Medical Officers. Medical Officers Registrar. Medical Officers. Medical Officers Medical Off >6 Yrs Post Grad PT. Medical Officers. Medical Officers Multi Skilled Medical Off. Lvl 1 Trng. Multi Skilled Medical Officers. Medical Officers Agency Doctor. Medical Officers. Medical Officers

<b>StaffLink Classification</b>	<b>Position Type</b>	<b>StaffLink Grade</b>
Staff Specialist - Level 1 Staff Specialist Level 2 - 5 Visiting Medical Officer Visiting Practitioner Medical Superintendent	<i>39 Specialist/Visiting Medical Officer (excl GP VMOs)</i>	<p>Snr Staff Specialist Level 5. Staff Specialists. Staff Specialists  Snr Staff Specialist Scheme D. Staff Specialists. Staff Specialists  Snr Staff Specialist. Staff Specialists. Staff Specialists  Staff Specialist Level 5. Staff Specialists. Staff Specialists  Staff Specialist Scheme D. Staff Specialists. Staff Specialists  Staff Specialist. Staff Specialists. Staff Specialists  Visiting Medical Officer  CEO. Lvl 1. Medical Superintendents. Medical Superintendents  CEO. Lvl 2. Medical Superintendents. Medical Superintendents  CEO. Lvl 3. Medical Superintendents. Medical Superintendents  CEO. Lvl 4. Medical Superintendents. Medical Superintendents  CEO. Lvl 5. Medical Superintendents. Medical Superintendents  Medical Superintendent / Dep CEO. Lvl 1. Medical Superintendents. Medical Superintendents  Medical Superintendent / Dep CEO. Lvl 2. Medical Superintendents. Medical Superintendents  Medical Superintendent / Dep CEO. Lvl 3. Medical Superintendents. Medical Superintendents  Medical Superintendent / Dep CEO. Lvl 4. Medical Superintendents. Medical Superintendents  Medical Superintendent / Dep CEO. Lvl 5. Medical Superintendents. Medical Superintendents  Assist Medical Superintendent. Lvl 1. Medical Superintendents. Medical Superintendents - 1st year  Assist Medical Superintendent. Lvl 1. Medical Superintendents. Medical Superintendents - 2nd year  Assist Medical Superintendent. Lvl 2. Medical Superintendents. Medical Superintendents - 1st year  Assist Medical Superintendent. Lvl 2. Medical Superintendents. Medical Superintendents - 2nd year  Assist Medical Superintendent. Lvl 3. Medical Superintendents. Medical Superintendents - 1st year  Assist Medical Superintendent. Lvl 3. Medical Superintendents. Medical Superintendents - 2nd year  Assist Medical Superintendent. Lvl 4. Medical Superintendents. Medical Superintendents - 1st year  Assist Medical Superintendent. Lvl 4. Medical Superintendents. Medical Superintendents - 2nd year  Dep Medical Superintendent. Lvl 1. Medical Superintendents. Medical Superintendents  Dep Medical Superintendent. Lvl 2. Medical Superintendents. Medical Superintendents  Dep Medical Superintendent. Lvl 3. Medical Superintendents. Medical Superintendents</p>
Post Graduate Fellow	<i>38 Postgraduate Fellow</i>	Post Grad Fellow. Staff Specialists. Staff Specialists
Clinical Academic	<i>40 Clinical Academic</i>	Associate Lecturer.. Clinical Academics. Staff Specialists Lecturer.. Clinical Academics. Staff Specialists Senior Lecturer.. Clinical Academics. Staff Specialists Associate Professor.. Clinical Academics. Staff Specialists Professor.. Clinical Academics. Staff Specialists
Honorary Medical Officer. In Training Honorary Medical Officer. Not In Training	<i>41 Honorary Medical Officer</i>	n/a
Visiting Medical Officer	<i>42 GP Visiting Medical Officer</i>	Visiting Medical Officer