**Reference Report**

Please note: the referee needs to be a supervisor/specialist and needs to be from either the current or last place of work (whichever is more recent), there are certain circumstances that will allow a non-clinical character reference but if this the case, ME Medical Recruitment would advise the referee that it was acceptable at the time of requesting this reference.

**PLEASE ENSURE YOU ANSWER ALL QUESTIONS BELOW, PLEASE SIGN AND DATE THE BOTTOM AND IF POSSIBLE IF YOU ARE NOT IN AUSTRALIA, USE A HOSPITAL STAMP OR OFFICAL HOSPTIAL EMAIL ADDRESS FOR VERIFICATION.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **ME Medical Referee Report** | | | | | |
| Referee’s name: | Jair José Golghetto | | | | |
| Date: | 20 September 2024 | | | | |
| Referee’s email address: | jairgolghetto@hotmail.com | | | | |
| Referee’s phone number: | +55 (11) 94452 3647 | | | | |
| Referee’s title, position, and level: | ICU Coordinator | | | | |
| Are you their direct supervisor or colleague? | Direct supervisor | | | | |
| Hospital you both worked or currently work at? | We are currently working at General Hospital Pedreira | | | | |
| Candidates Name: | Deva Subasic de Azevedo | | | | |
| What was the candidate’s level, and position when working with you last? | ICU Registrar, Senior Doctor | | | | |
| Please indicate the dates you worked with the candidate? | SINCE 20/06/2024 | | | | |
| Last date of professional contact? | 20/09/2024 | | | | |
| If they left, what was their reason for leaving? | Deva continues to work in the same position | | | | |
| Please comment on the type of practice, patient population (gender, age, range of presentations) encountered in the professional practice of the applicant? | Deva is the senior doctor at the General Adult ICU. She treats both general surgery post-operative patients, and patients with a wide range of clinical pathologies that require mechanical ventilation and advanced intensive care, including:  - myocardial infarction,  - septic shock,  - ischemic brain stroke,  - complications of infectious diseases (COPD, HIV, tuberculosis),  - gynecological and obstetric complications (HELLP Syndrome, Eclampsia) etc. | | | | |
| 1. **Clinical Skills and Knowledge Base (please mark as applicable with an X or delete what’s not applicable)** | | | | | |
| Please rate their history-taking, physical examination & presentation of findings of the applicant?   * (Delete what's not applicable) | EXCELLENT |  |  |  |  |
| Please rate their clinical judgement &  decision-making skills?  - (delete what is not applicable) | EXCELLENT |  |  |  |  |
| Please rate their medical and clinical knowledge of this applicant?  - (delete what is not applicable) | EXCELLENT |  |  |  |  |
| Please rate their procedural skills (bearing in mind applicant’s level of experience) - (delete what's not applicable) | EXCELLENT |  |  |  |  |
| Please comment this applicant's participation of CPD activities related to the requested scope of clinical practice? | Deva is quite proactive for her CPD. I am aware that she is currently taking an update course on intensive care that is provided by the Hospital of Clinics of the University of Sao Paulo – the largest university in Brazil. | | | | |
| 1. **Work Ethics / Reliability / Punctuality - Please rate the following and delete what is not applicable:** | | | | | |
| Punctuality: | EXCELLENT |  |  |  |  |
| Organisational skills: | EXCELLENT |  |  |  |  |
| Initiative: | EXCELLENT |  |  |  |  |
| Can you please describe the candidate’s personal integrity and conduct? | In addition to being super reliable, Deva is an extremely caring and responsible professional, always taking the well-being of the patients and their families into full consideration. Deva’s consistent behavior generates a very positive influence in the team and makes her a role-model for all colleagues. | | | | |
| Were there any concerns about the attendance record of the candidate? | No concerns at all. | | | | |
| 1. **Communication and Interpersonal Skills - please rate the following and delete what is not applicable:** | | | | | |
| Promptness and clarity of discharge summaries and/or letters | EXCELLENT |  |  |  |  |
| Communication skills and rapport with patients, their family and other staff members: | EXCELLENT |  |  |  |  |
| Please add your comments on interpersonal skills of the applicant and do you see them adapting well to a new environment: | Deva had already worked at this hospital until the end of 2021. However, since the first day that she worked under my coordination, I could see that Deva is easy to work with and adapts quickly and well to changes in the hospital procedures. | | | | |
| 1. **Employability** | | | | | |
| Are you aware of any medical, mental or physical condition, (including substance abuse or dependence) and which might adversely affect the applicant’s ability to competently and safely practice medicine?  - Please delete what's not applicable. If you answer yes, please note the actions taken to address concerns. | No adverse conditions at all. | | | | |
| Are you aware of any performance issues, legal proceedings or investigations involving the candidate that you are aware of? | Not at all. | | | | |
| Would you re-employ this candidate?  **What level do you think the candidate is now able to work safely at?** | Yes, I’d definitely re-employ Deva.  I am not sure in full detail how the medical services are exactly structured in Australia; however, I can ensure she is able to work with a high degree of proficiency and autonomy. | | | | |
| Would you entrust the clinical care of a family member to the applicant? | Yes, definitely. | | | | |
| What are the candidates’ positive attributes? | I think Deva is a highly compassionate and empathetic professional. | | | | |
| **Thank you for your time in completing this reference. Please write your name, sign and date the below:**  Declaration   * + I am the person named as the applicant’s referee, and hold the above qualifications as stated, the information I have given in writing about the candidate is true and correct to the best of my knowledge from the time I have worked with them.   + I am not related to nor have a personal (nonprofessional) relationship with the candidate that may be classed as a conflict in interest by providing this reference.   + I understand that information that I have provided in this reference will be used by ME Medical Recruitment and will be sent to potential employers and other boards or/and authorities for considering this applicants suitability for employment.   + The information I have provided may be disclosed to third parties as part of the recruitment process. The reference will only be disclosed to the candidate only upon the request of the candidate as we are legally obligated to do so.   Referees Name: Jair José Golghetto Date: 20 September 2024  Signed: | | | | | |
| I, Lisa McNair of ME Medical Recruitment, confirm that this reference was taken either verbally or received written by the referee.  Lisa McNair | | | | | |