

Questions and Answers

2023 Intern Recruitment Information Session

Saturday, 7 May 2022

- **Can the non-clinical reference be a research supervisor?**
- **Can the non-clinical reference be an academic supervisor/mentor that hasn't supervised us in a clinical setting?**

Please refer to the Intern application guide.

- **Is there a form for the non-clinical references to complete or is this just a general written?**

There is no specific form, template or rating scale for non-clinical references, this is a written reference letter. Ideally, the reference should only be one page.

- **How far back can the non-clinical reference be from?**

Your non-clinical reference can go back up to 2 years.

- **How does the mentoring program work? Would interns be matched with a HMO or Consultant?**

Austin Health Doctors Mentor Program is an initiative involving doctors who have pledged to become mentors so that they can be approached for advice and guidance by their colleagues and peers.

There are mentors from all departments and from different levels - participation in the program is completely voluntary and is open to all medical staff (from interns to consultants). All mentors also get formal training which has been touted as best in class by PMCV.

We did think about matching interns, but feedback was that it did not allow flexibility.

- **How many Priority Group 2 and/or Group 3 candidates does Austin usually employ?**

As part of the PMCV Intern Match process, Health Services nominate a minimum number of positions that they would like to withhold for Priority Group 2 candidates. These numbers are generally based on positions in excess of required Priority Group 1 placements.

Austin Health generally nominate at least 2 positions; however, this number is allocated by PMCV. Following the Priority Group 1 match, more positions may become available where an offer is declined.

For 2022, four (4) Priority Group 2 candidates were matched to Austin Health.

Unfortunately, we did not have any Priority Group 3 candidates in 2022 or 2021.

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- **Do you prefer applicants who have rotated to the Austin previously during Medical school?**

No, having experience as an Austin Medical student will not affect your chances of selection.

- **How receptive is the Austin to paired candidate applications?**

Austin Health welcome paired applications. Please ensure you specify this in your cover letter so we can take this into consideration when ranking. Note, when ranking, paired candidates are ranked according to the lower ranking of the paired candidates.

- **How far in advance do Interns receive their rosters?**

Interns will be provided with roster preferences in September/October. Rosters are set for the whole Clinical Year.

With regards to Term Rosters, these are usually loaded on our rostering system (Find My Shift) at least 4 weeks ahead.

- **How often do doctors work overtime at the Austin and when they do how streamlined / accessible is it to claim it?**

Most rosters will have rostered overtime. This will vary depending on the rotation, i.e. ED rosters are generally 38hrs per week / 76hrs per fortnight. Medical specialties generally include 4-8hrs rostered overtime per week and surgical rotations >5hr per week.

For unrostered overtime, there is a very streamlined process which involves completion of a form and approval by the unit.

Austin Health is committed to paying overtime, as time worked should be time paid.

The claims process allows us to review rosters and redesign as appropriate to based on service needs.

- **For BPTs, does it mean that there will be rotations through Northern Health, Echuca etc. when applying for Austin BPT?**

Austin Health, Bendigo Health, Echuca Regional Health, Northern Health and Wimmera Health Care Group (Horsham) are all part of the Central North West Basic Physician Training Consortium (CNWBPT).

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However, recruitment and rotations have been split as follows:

- Austin Health and Bendigo Health
 - Northern Health, Echuca Regional Health and Wimmera Health Care Group (Horsham)
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- **Is there any difficulty getting onto the BPT program/any bottleneck going into BPT2 or BPT3?**

Like with any stream, entry into BPT program is highly competitive. If you're interested and you feel it's the right fit for you, let your intentions be known early so that you directed to the right supports to explore your options and pathway/requirements.

Once on program, Austin Health offer 3-year contracts for the BPT, so no bottleneck going forward from BPT1.

- **Does Austin offer 2-year contracts?**

Not for Internship, but we do offer multi year contracts from PGY2 onwards.

- **What is the proportion of HMO2 available in the different streams?**
- **What pathways are available for interns in HMO2 year?**

Currently, we have a minimum of 77 HMO2 posts planned for 2023, distribution as per below:

x30 General HMOs
x16 Surgical HMOs
x31 Medical HMOs (BPT)

However, this number is likely to increase as we are planning for further growth in positions.

- **What are the retention rates for interns into HMO2 year at Austin?**

Retention rates are high into PGY2 year, approximately 88% in 2022 (that is, 2021 Interns moving to 2022 HMO2 positions).

We do have some doctors go to other Health Services each year; these are usually doctors seeking to pursue a Paediatric career.

- **Does everyone get a rural rotation?**

20 out of our 65 interns will have the opportunity to undertake a rural rotation. We currently have two rotations to Mildura Base Hospital and two to Echuca Regional Health. These rotations provide excellent learning opportunities and are valued by those who undertake them each year, with great feedback about level of support provided, particularly in the intern year.

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- **What opportunities are there for Critical Care training?**
 - **What sort of pathway does the Austin offer for those interested in Anaesthetics/ICU?**

Austin Health currently does not have a HMO2 Critical Care Stream, this starts at HMO3.

Our HMO3 Critical Care program has x13 posts, with rotations in Anaesthesia, Emergency and Intensive Care.

However, all our HMO2 Streams have Emergency and Intensive Care rotations.

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- **Is there much exposure to Paediatrics as a junior doctor at Austin? When working in the ED at Austin, can interns see Paediatric patients?**

Our Emergency Department rotations can be recognised for GP Training. It is recommended that those interested in GP Training let your Medical Workforce (MWF) Coordinator know your plans, so that the Paediatrics requirement can be facilitated.

We also have Paediatrics rotations at Mildura Public Hospital in HMO2 and there is possibility to adapt a Paediatric experience at Katherine District Hospital in the Northern Territory in HMO3.

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- **What opportunities are there for those of us interested in O&G?**
 - **What kind of pathways does the Austin offer for people interested in ophthalmology?**

Both O&G and Ophthalmology rotations are available in our General Stream.

In HMO2 year, an Ophthalmology/Gynaecology rotation is available at Austin Health and in HMO3 we have two (2) O&G positions on rotation at Mercy Health for Women and one O&G position at Mildura Public Hospital.

Please refer to our [HMO Recruitment](#) page for further information on our training streams and available rotations.

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- **Are there opportunities for secondment/placements in Paediatric surgery at Austin?**

Unfortunately, there are currently no Paediatric Surgery opportunities at Austin Health.

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- **How many positions there are for the Liver Transplant Unit rotation for internship?**

We have one dedicated Liver Transplant Unit rotation and one Radiology/Liver Transplant Unit rotation available in Internship.

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- **Are there opportunities as a Junior Doctors for involvement with the toxicology service?**

Austin Health operates both an Austin Toxicology Service and the Victorian Poisons information Centre (VPIC). There may be opportunities for exposure to the Austin Toxicology Service as this is run out of our Emergency Department and by our Emergency Physician with specialist training in Clinical Toxicology.

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- **In terms of research for surgical related training requirements, is this well supported and how readily can research opportunities be obtained?**

Austin Health as a quaternary Health Service has a lot of research opportunities. Anyone interested in research would not have any difficulty undertaking research.

Generally, Interns/HMOs are enlisted to research activities during their rotations (where interested), or our Office of Research can assist in identifying suitable projects based on your interest.

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- **How many Psychiatry positions do you offer in Internship and beyond, and in what areas?**

There are x5 Psychiatry post in internship; these include x3 in our Acute Psychiatric Unit, x1 Eating Disorders/Mother & Baby Unit and x1 in Psychiatric Assessment and Planning Unit (PAPU) located in our Emergency Department.

For HMO2 General Stream, there are also x5 rotations; one each in our Austin Drug and Alcohol Service (ADAS), Child & Adolescent Inpatient Unit (CYMHS), Psychological Trauma Recovery Service (PTRS), and x2 with the Victorian Institute of Forensic Medicine (VIFM).

In HMO3 General, we offer rotations in our Brian Disorders Unit (BDU) and our Consultation Liaison Psychiatry service.