



**Austin Intern Information Session**

*Your brilliant career starts here!*

I would like to begin by acknowledging the Traditional Owners of the land on which we meet today, the Wurundjeri people and all members of the Kulin nation. I pay our respects to Elders past and present and extend that respect to other Aboriginal and Torres Strait Islander People who are here today.





# Austin Health Values

*Professor Mary O'Reilly*

# Our Vision and Values

## Our Vision

Shaping the future through exceptional care, discovery and learning.

## Our Values

**Our actions show we care**



We are inclusive and considerate.  
We appreciate one another, always listening and interacting with compassion.

**We bring our best**



We are guided by the needs of our patients, bringing commitment, integrity and energy to everything we do. We are passionate about delivering excellence.

**Together we achieve**



Our culture of collaboration means we work openly with our people, our community and beyond to achieve great outcomes.

**We shape the future**



Through research, education and learning we innovate, exploring new opportunities that will change health care for the better.

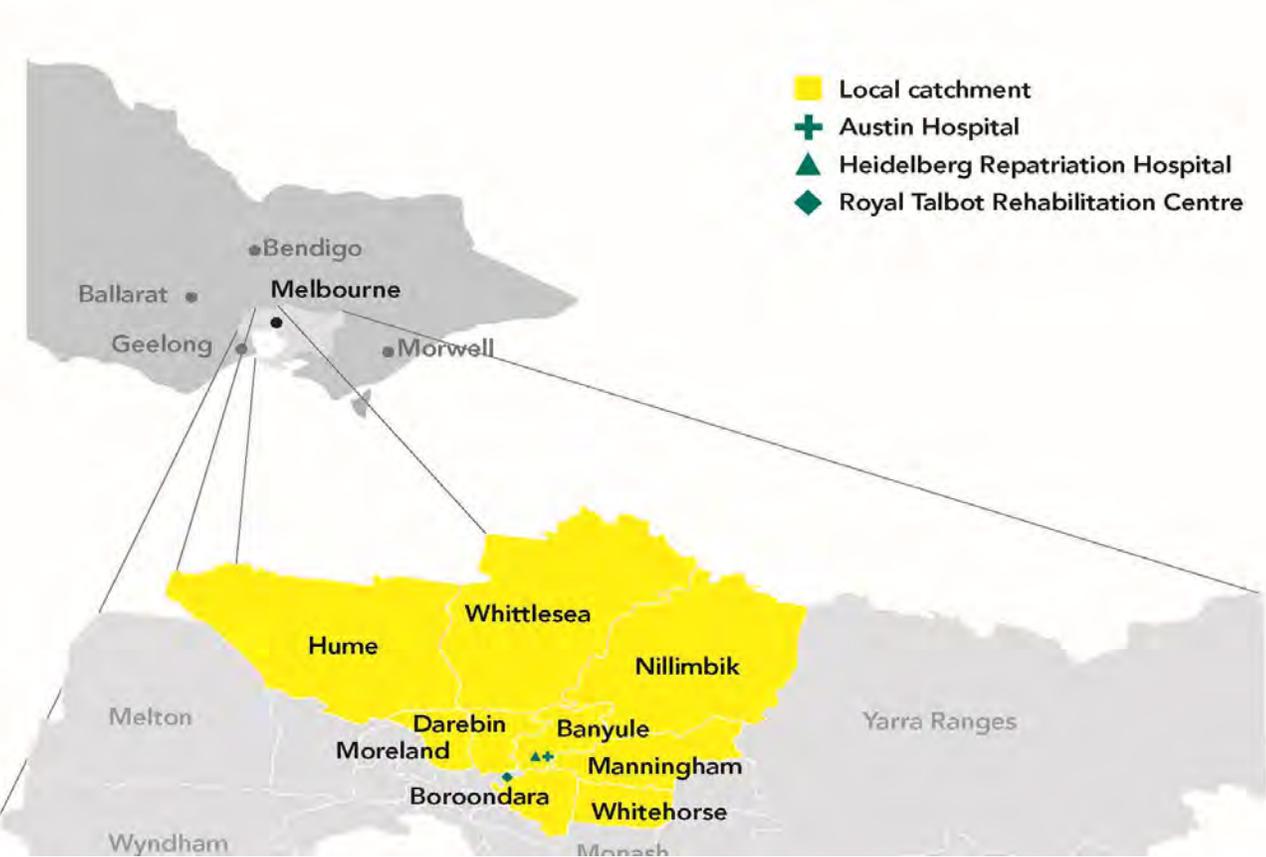




# Our Strategy and Direction



# Our Catchment and Campuses





**What is great about working at Austin Health?**

*Ms Shirley Burke, Director, Clinical Education Unit*

*A/Prof Chris Leung, Medical Lead, Clinical Education Unit*

# Clinical Education Unit – Director Shirley Burke



Medicine



Nursing



Allied Health



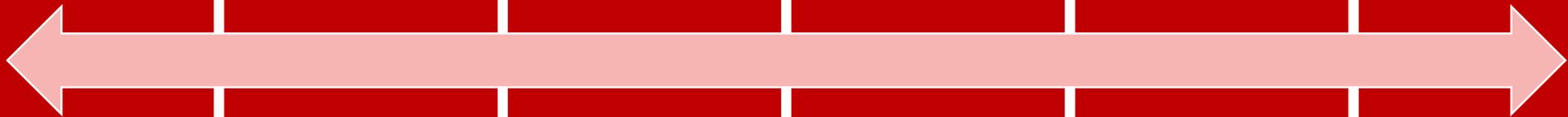
Deteriorating  
patients



Clinical  
Library



Simulation

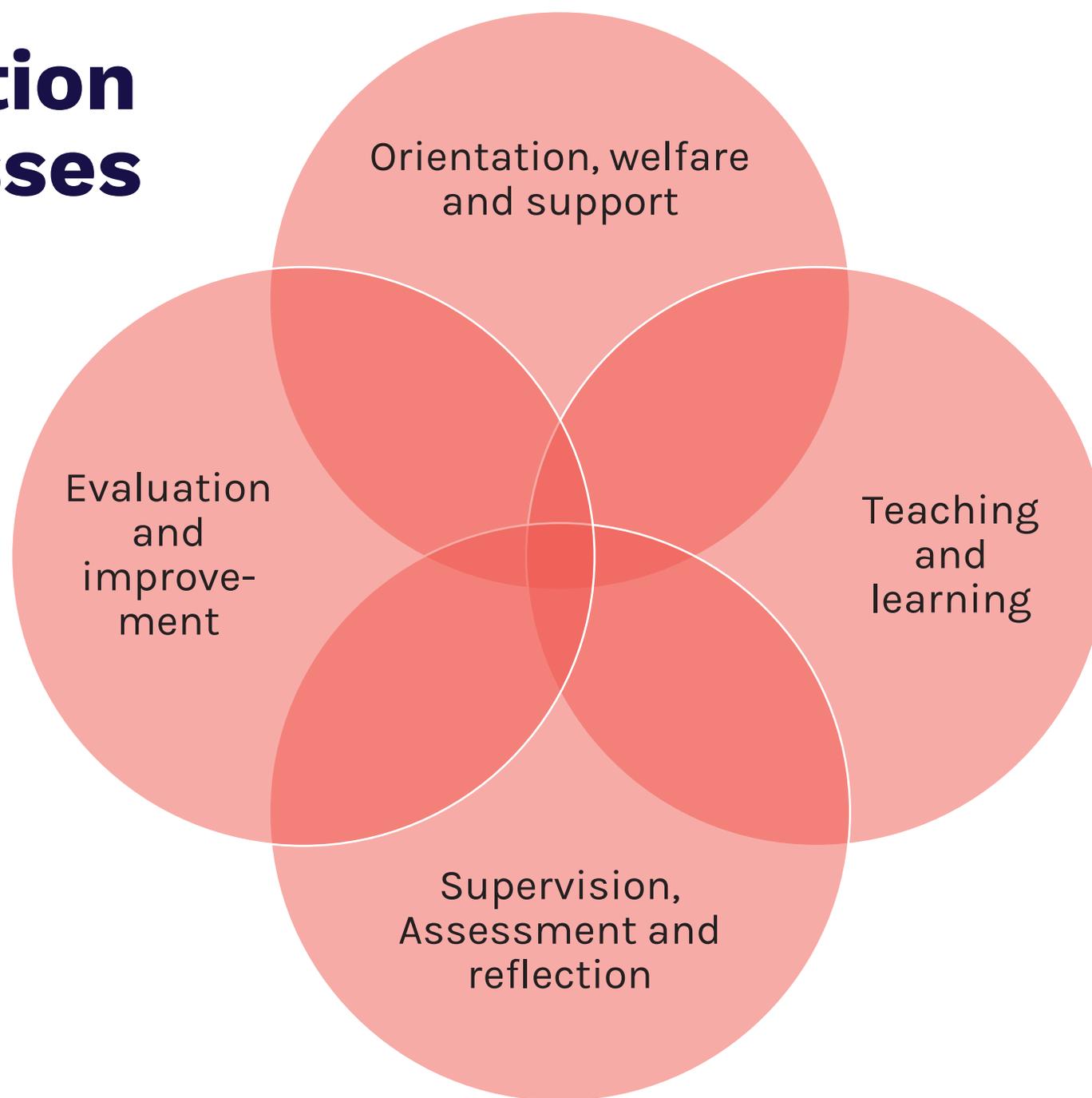


## Medical Education Team

Medical Lead, Clinical Education Unit	A/Prof Chris Leung
Medical Education Officer	Dr Pauline Dib
Supervisor of Intern Training	Dr Sarah Rickman
Supervisor of PGY2/3 Training	Dr Andrew Huang
Supervisor of GP Training	Dr Wendy Fisher
Supervisor of Surgical Training	A/Prof Muralidharan Vijayaragavan
Supervisor of Prevocational Surgical Training	Mr Sean Stevens
Supervisors of Physician Training	Dr Suet-Wan Choy, A/Prof Nick Jones
IMG Medical Educator	Dr Nardine Elzahaby
IMG Medical Education Officer	Ms Therese Kissane



# Education Processes



# PMCV programs

<https://www.pmcv.com.au/education/professional-development-program-for-registrars>



  A+ A- Reset

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**BAD**  
Behaviour

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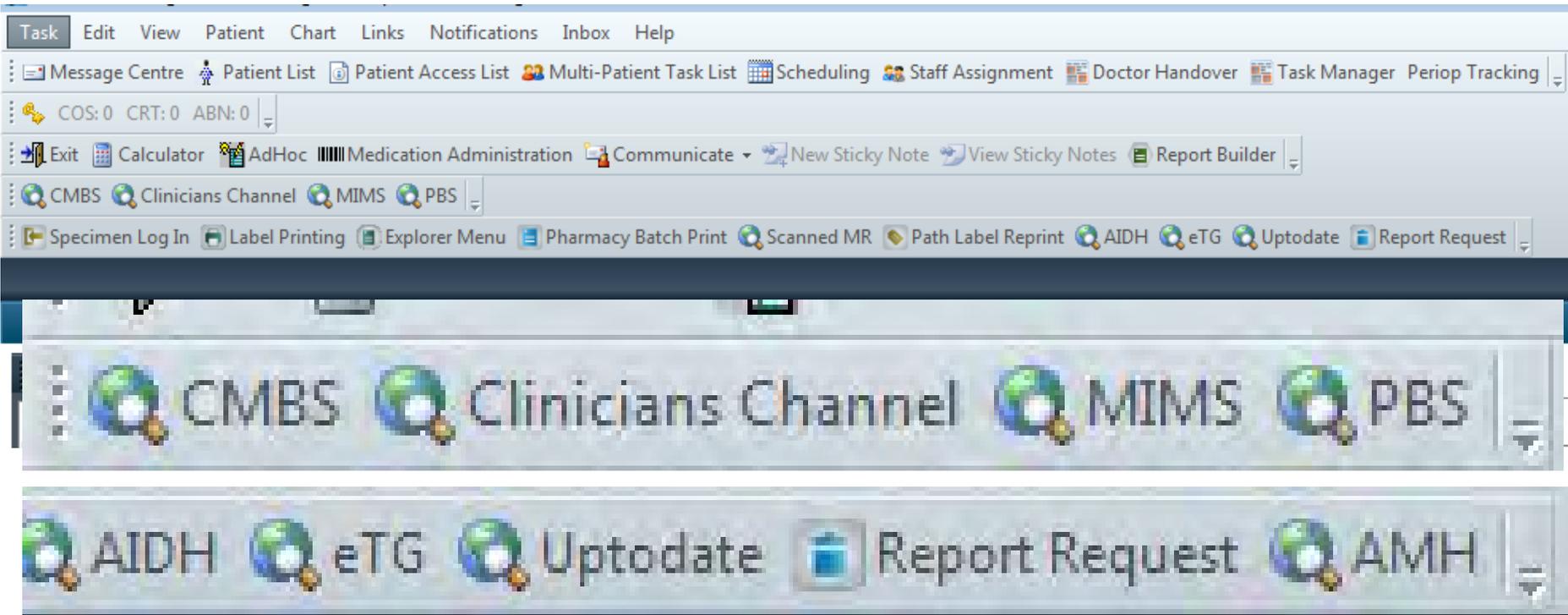
[JMOs](#)

[Resources](#)

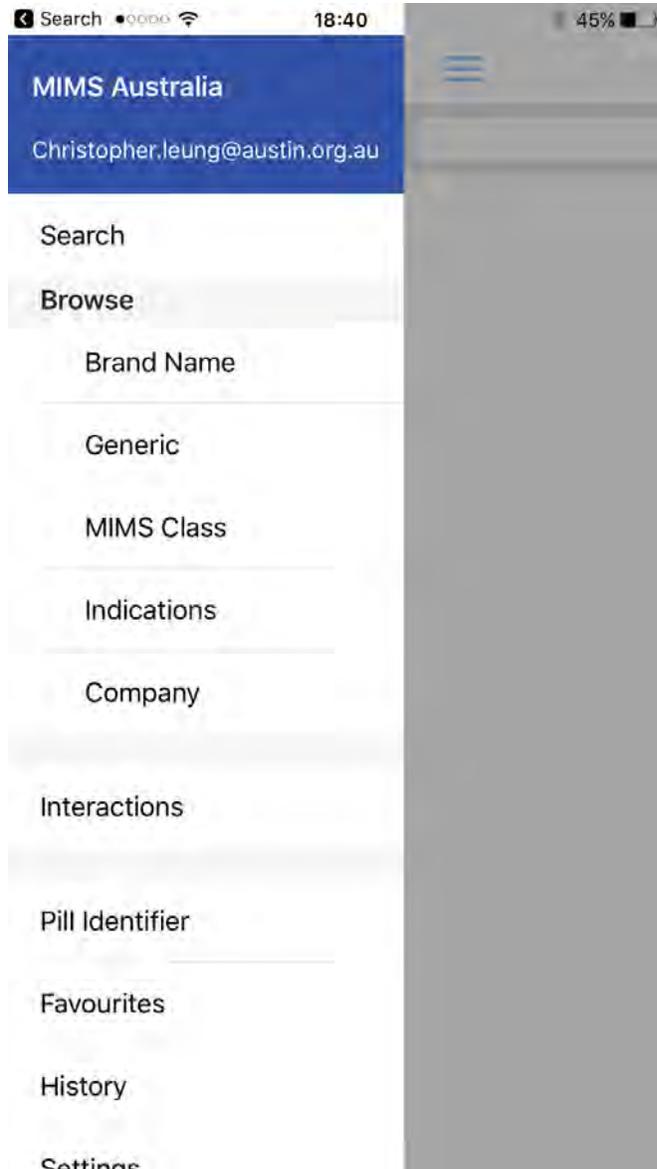


**Training, developing  
and inspiring early  
career doctors**

# It's all about easy access...



# Easy access with mobile apps!



Optus 21:20 28%

tgldcdp.tg.org.au.acs.hcn.com.au

eTG complete

eTG complete > Search results

## Search results

Advanced search

Refine search

---

34 results found

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### Hepatitis B

Guideline : Gastrointestinal Topic : [Viral hepatitis](#)

**Hepatitis B** Serological testing for **hepatitis B** infection Serological testing determines the presence of acute or chronic **hepatitis B**, resolved **hepatitis B**, adequacy of response to vaccination, and susceptibility to **hepatitis B**, as outlined in Table 6.10. Detailed information about testing for **hepatitis B** virus

---

### Overview of viral hepatitis

Guideline : Gastrointestinal Topic : [Viral hepatitis](#)

Overview of viral **hepatitis** If a patient presents with symptoms and signs of acute liver disease, consider: viral causes (eg **hepatitis A**, **B**, C, D or E, cytomegalovirus, Epstein-Barr virus, yellow fever) other

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uptodate.com

hepatitis b

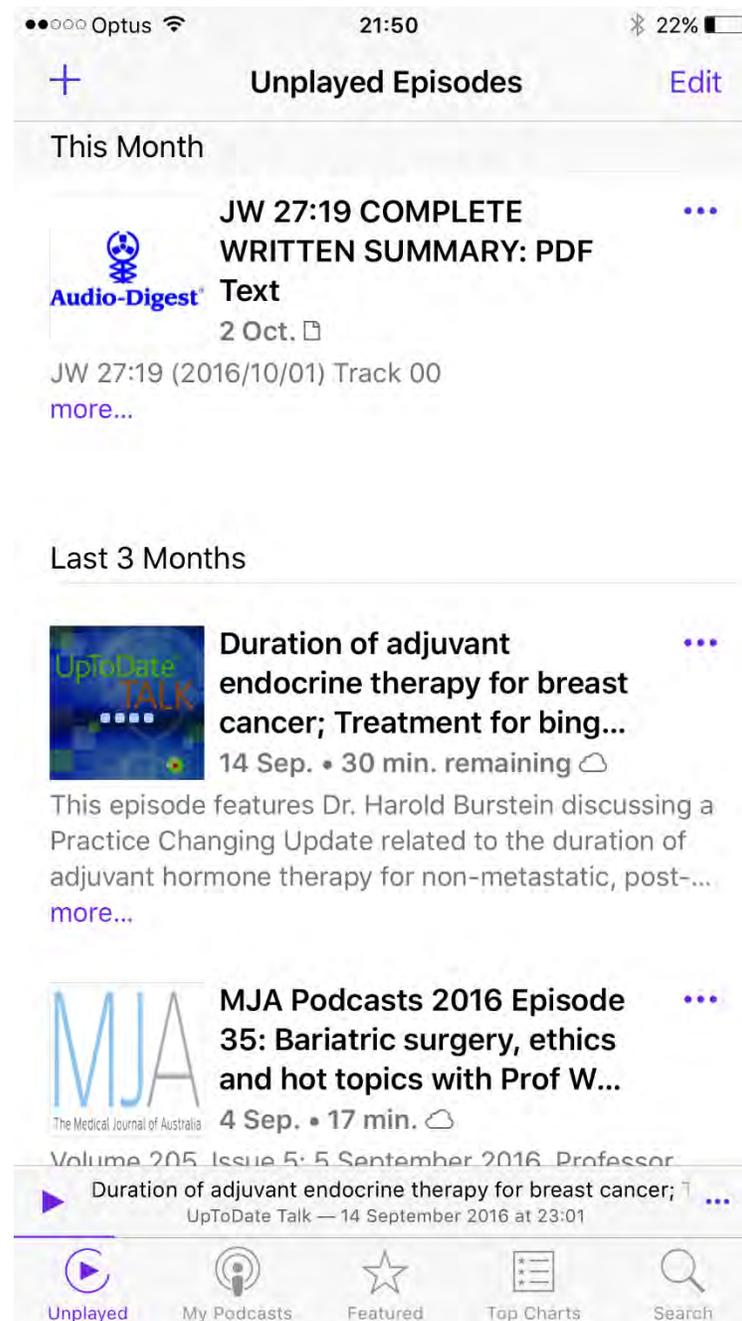
View Topic Patient Print

## Diagnosis of hepatitis B virus infection

### Topic Outline

- [SUMMARY & RECOMMENDATIONS](#)
- [INTRODUCTION](#)
- [WHO SHOULD BE TESTED OR SCREENED](#)
- [SEROLOGIC MARKERS](#)
  - Hepatitis B surface antigen and antibody
  - Hepatitis B core antigen and antibody
    - Isolated anti-HBc
  - Hepatitis B e antigen and antibody
- [SERUM HBV DNA ASSAYS](#)
  - Clinical use
- [DIAGNOSTIC ALGORITHMS](#)
  - Acute hepatitis
  - Past HBV infection





# Austin Healthcasts

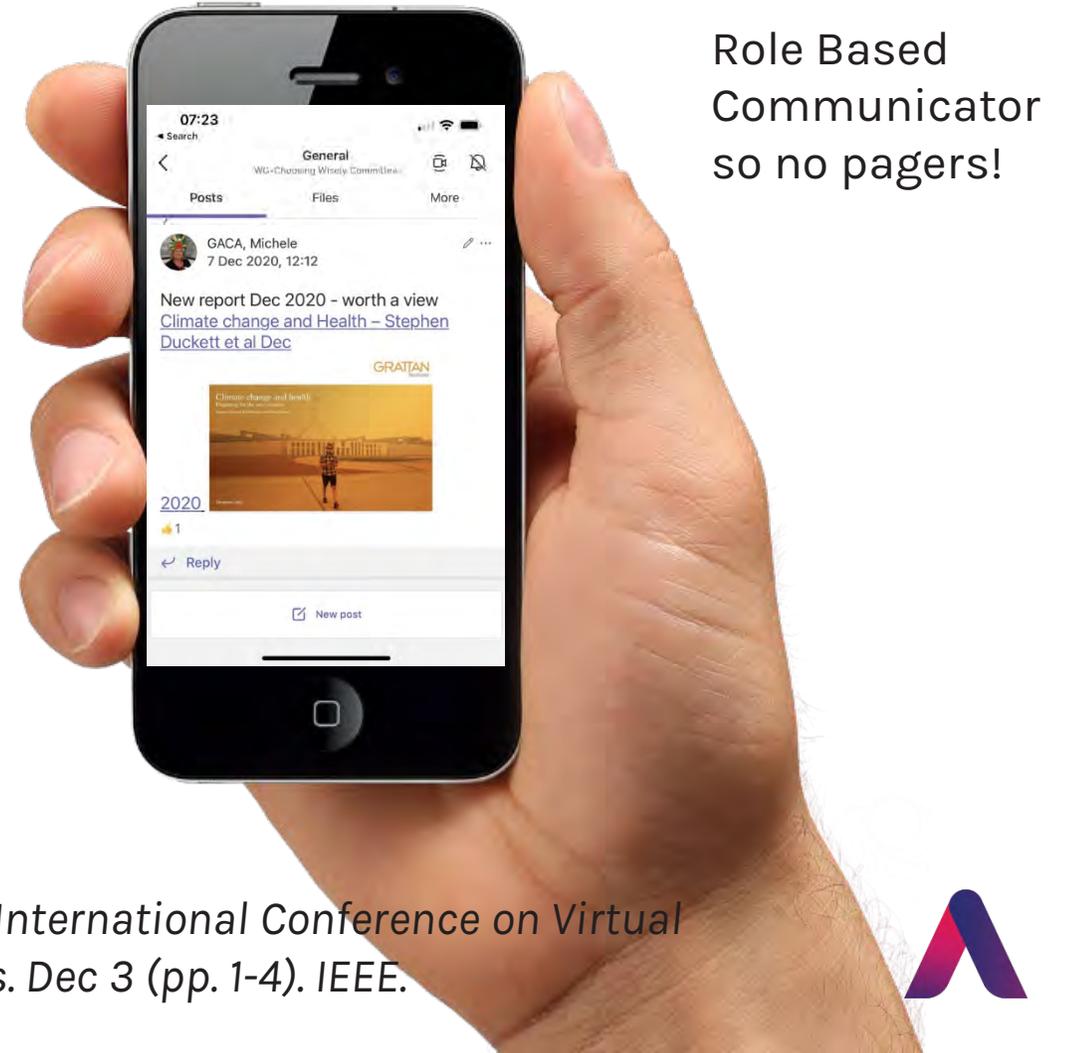
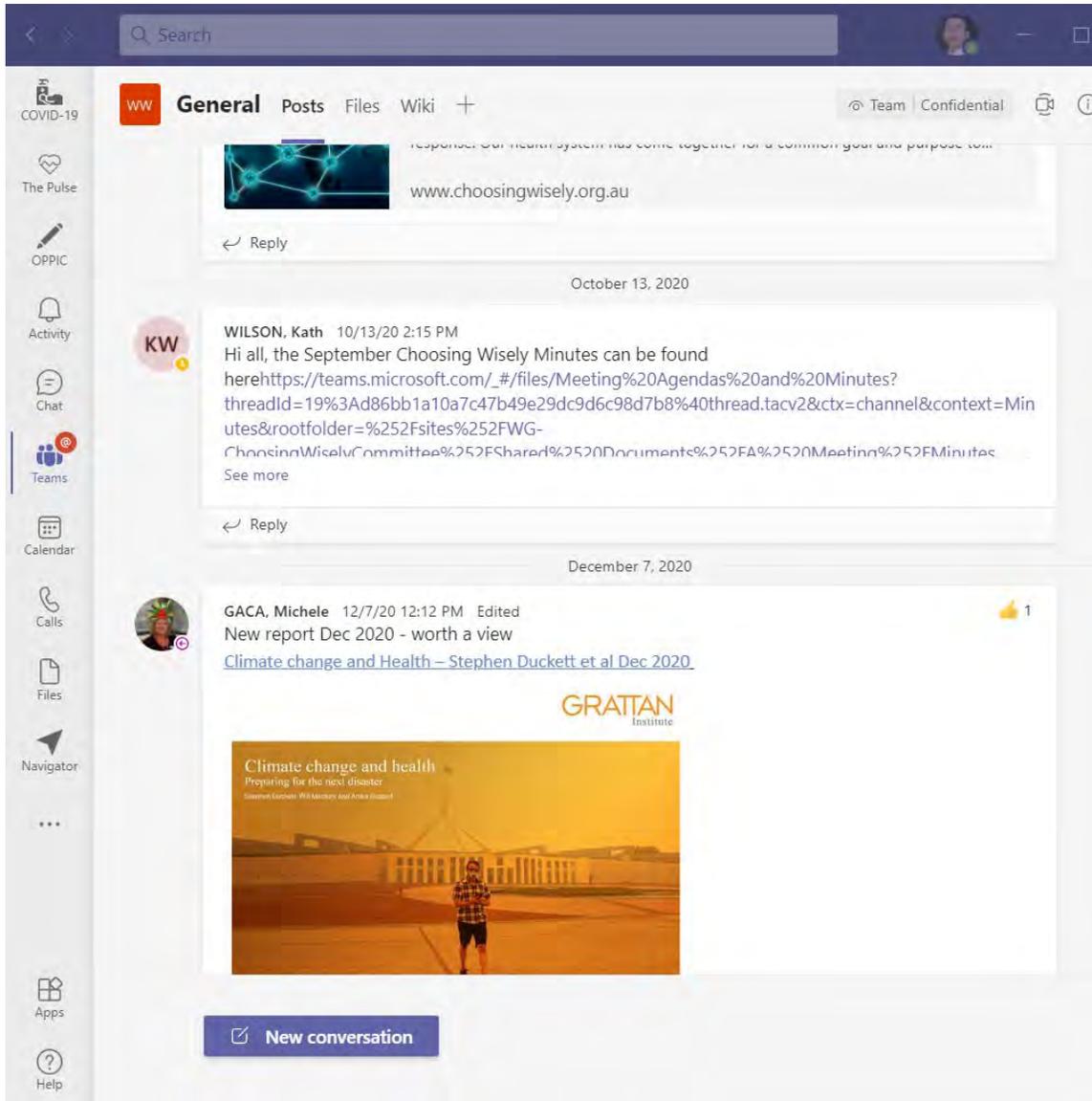
Intern and HMO podcasts

Purple Pens pharmacy podcasts

Linking with **Corporate Communications**



# The Opportunity with Microsoft Teams



Role Based Communicator so no pagers!

2020 X International Conference on Virtual Campus. Dec 3 (pp. 1-4). IEEE.





Bioresources  
Facility

Institute for  
breathing and  
sleep

Melbourne  
Brain Centre

Olivia Newton  
John Cancer  
Research  
Institute

13  
Universities

Mercy  
Research

Think Tank  
Area



# Research at Austin

Over 800 researchers & post-grad students

\$73M/year research funding

## World class researchers

- Affiliated with 13 universities
- UOM is ranked No.1 academic institution in Australia and 13<sup>th</sup> in the world for clinical, preclinical and health
- Multiple successes e.g. Prof Rinaldo Bellomo: Thomson Reuter's most published clinician



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## Getting started at Austin Health Clinical eResources Checklist

1

- Register with Austin Library
- Sign up for Clinicians Health Channel

2

### Set up point of care apps



UpToDate®



BMJ Best Practice

eComorbidities

Register for an account before downloading the app

3

### ...and drug info



MIMS  
100% pure knowledge

AMH

AUSTRALIAN MEDICINES HANDBOOK

Access via the Library Hub or CHC website

4

### Get your guidelines and procedures



eTG  
complete  
by Therapeutic Guidelines



Lippincott  
Procedures

5

### Keep up with the latest research



BrowZine



Read by QxMD



# Fundamentals and Advanced Research Methods

Are you undertaking a research project, systematic or similar-type review?

Refresh or upgrade your searching skills

Book in for a 1-hour webinar to:

- Develop a search strategy
- Use search techniques
- Understand subject headings and keywords
- Test and revise the search



# Innovative Education Programs



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Simulation ([video](#)) ([SW Version](#))

- Psychological Safety Simulation Program
- Simulation Educators Development Program
- Trauma / Deterioration simulation workshops
- Consumers / volunteers as **simulated patients**



DAY	TIME	ACTIVITY	VENUE
TUESDAY	0700 - 0800	SURGERY TUTORIALS (Weekly, April - November) <b>Official protected teaching time for SET Trainees based at Austin</b>	Howard Eddey Library Level 8 LTB
WEDNESDAY	0700 - 0730	Light Breakfast	Lecture Theatre Level 8 LTB
	0730 - 0830	SURGICAL FORUM INVITED LECTURES (Weekly, February - July) ANNUAL AUDTS (Weekly, July - November)	
THURSDAY	0700 - 0730	Light Breakfast	Lecture Theatre Level 8 LTB
	0730 - 0830	SURGICAL UNIT WEEKLY AUDIT (Weekly, February - December)	
FRIDAY	0700 - 0800	Clinical Case Discussions (Fortnightly, April - November) Surgical Anatomy Tutorials (Monthly, April - November)	Howard Eddey Library Level 8 LTB
SATURDAY	0930 - 1230	SIMULATION WORKSHOPS (Four sessions for 2016 preceding Saturday Seminars)	Endoscopy Suite Level 2
SATURDAY	1300 - 1700	SATURDAY SEMINARS (Monthly, April - October)	Lecture Theatre Level 8 LTB
SATURDAY	0900 - 1500	RACS / GSA Simulation Workshops (Three sessions for 2016 open to all Victorian Gen Surg SET Trainees)	RACS Skills Centre



FRIDAY	16 OCT 2015	Austin Surgery Research Prize (0800 - 11.00)
SATURDAY	5 DEC 2015	Austin Trainee Dinner





# Choosing Wisely

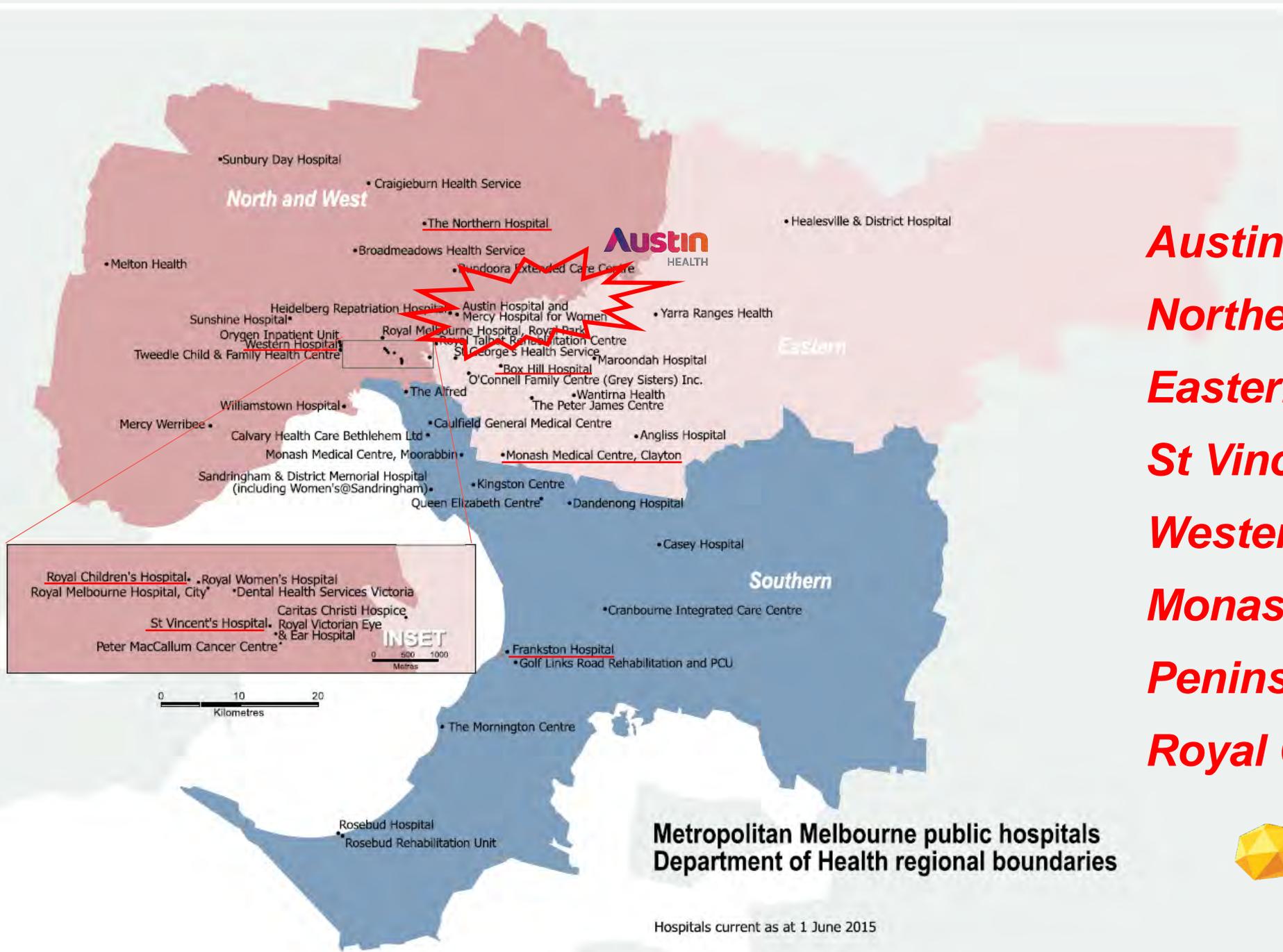
Austin is the **champion site** for “Choosing Wisely” National Prescribing Service Initiative

Supporting **evidence-based care, shared decision making and clinician and consumer education**

Funding from Better Care Victoria to support Project Officer and Clinical Leaders!

**Interdisciplinary Steering Committee** with support through to the board level

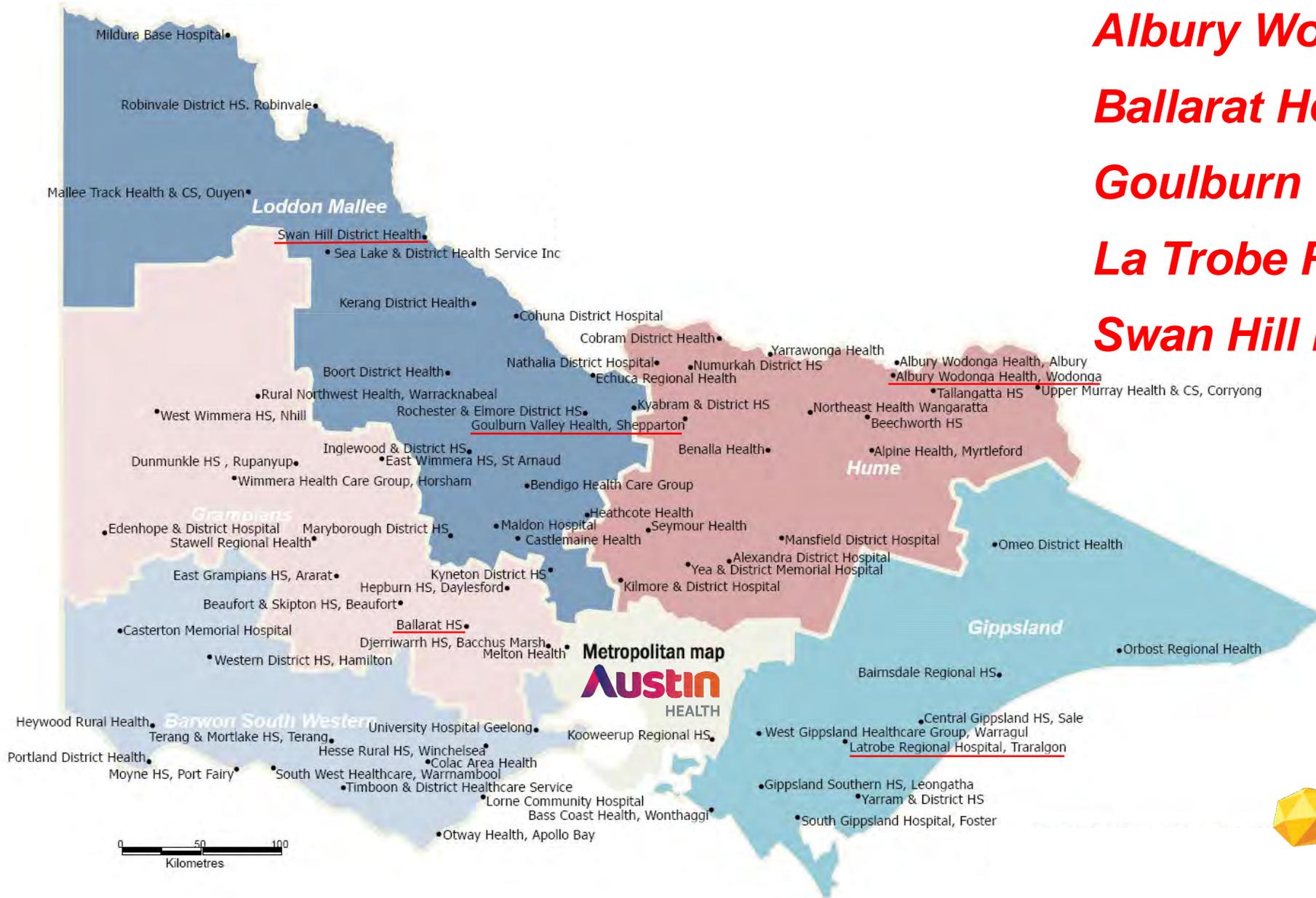




- Austin Health**
- Northern Health**
- Eastern Health**
- St Vincent's Hospital**
- Western Health**
- Monash Health**
- Peninsula Health**
- Royal Children Hospital**



***Albury Wodonga Health***  
***Ballarat Hospital***  
***Goulburn Valley Health***  
***La Trobe Regional Hospital***  
***Swan Hill Hospital***



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Australia**  
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# 5 Questions for interns to use!

## And so, questions for the ward round:

1. How will this test change management?
2. Are there any tests you considered, but decided against?
3. Are there any test or treatments you feel are particularly over-ordered?
4. What are the goals of this treatment?
5. Why did you decide on this treatment compared to other options?

# IS THERE EVIDENCE TO SUPPORT THE USE OF IV MAGNESIUM IN ATRIAL FIBRILLATION?

## Fact or Fiction?



“... at present, the available data would suggest that magnesium, as an adjunct to electric cardioversion



# Choosing Wisely – Ask an Informationist

Austin Health Ask an Informationist Choosing Wisely Australia

## IS THERE EVIDENCE TO SUPPORT THE USE OF IV MAGNESIUM IN ATRIAL FIBRILLATION?

**Fact or Fiction?**

... at present, the available data would suggest that magnesium, as an adjunct to electric cardioversion or for prevention, **is more myth** than a practical, easy (or magical) solution to the growing problem of AF."

**2017** Systematic Review Evidence  
**"Magnesium administration post-cardiothoracic surgery appears to reduce AF without significant adverse events."**

- ✓ Optimal timing - postoperative with duration >24h, doses up to 60mmol, administered as boluses
- ✗ Insufficient evidence supporting magnesium therapy for treatment or prophylaxis of other arrhythmias
- ✗ "Magnesium **was inferior** to β-blockers and amiodarone in preventing postoperative atrial fibrillation/flutter (POAF), which is consistent with the findings in cardiac surgery"

**2016** Canadian Cardiovascular Society Guideline  
 ✓ "We suggest that patients who have a contraindication to β-blocker therapy and amiodarone before or after cardiac surgery be considered for prophylactic therapy to prevent POAF with intravenous magnesium"  
 (Conditional Recommendation, Low-Quality Evidence)

**2014** NICE Clinical Guideline  
 ✗ "Do not offer magnesium or a calcium-channel blocker for pharmacological cardioversion"  
**Why not?**  
 The Guideline Development Group (GDG) determined that Magnesium was more clinically effective than calcium channel blockers but **less effective than placebo**. Therefore, the GDG considered these drugs showed harm and should not be used for cardioversion."

**2013** Cochrane systematic review: "The ability of magnesium to prevent atrial fibrillation may be slightly less than that of the other pharmacological agents."

Prepared by Austin Health Sciences Library Nov 2017 Full report: <http://hub/choosingwisely>

Austin Health Ask an Informationist Choosing Wisely Australia

## WHAT IS THE EVIDENCE FOR MINIMUM RETESTING INTERVALS IN MICROBIOLOGY TESTS?

**THE ISSUE**

Laboratory test over-use is a known contributor to unnecessary interventions & patient harm

### MINIMUM RETESTING INTERVALS

The minimum time before a test should be repeated, based on test properties and clinical situation

*"Defining appropriate use of clinical microbiology tests remains an elusive goal"* Wilson 2002

### BEST EVIDENCE FOR MICROBIOLOGY

✓ "If no evidence-based guidance existed ... recommendations were based on consensus"

**"All recommendations in this area of pathology were based on consensus expert peer opinion."** Royal College of Pathologists 2015

### THE WAY FORWARD

- Studies indicate implementing computerised alert systems based on retesting intervals can save ~12.8% test cost
- Cleveland Clinic's **"Hard Stop"** method prevents same-day testing for 1200+ tests (at 2013)

✓ saved US\$300,000+ ✓ prevented 18,000+ duplicate tests

### EXPERT OPINION

**We need a stronger evidence base!**

Prepared by Austin Health Sciences Library Mar 2018

Austin Health Ask an Informationist Choosing Wisely Australia

## FOR ACUTE NON-VARICEAL UPPER GI BLEED... SHOULD IV PPIs BE GIVEN TWICE DAILY OR CONTINUOUSLY?

**Current**

**2016** Globally, guidelines recommend: in high risk patients, with acute non-variceal UGIB, post endoscopic haemostasis, **administer PPI as IV bolus (80mg) followed by continuous infusion (8mg/hr) for 72 hours**

**2002** BSGE 2002; ACG 2012; ESGE 2015; NICE2016; Nanchang 2016; JGES 2016

**but wait...**

**2017** UTD recommends administering IV PPI "at a dose of **40mg twice daily** rather than a high-dose continuous infusion"

*"Our approach differs from 2010 and 2012 guidelines... Meta-analyses of randomised trials have failed to show superior outcomes with high-dose continuous IV PPI administration compared with intermittent dosing"*

Overview of the treatment of bleeding peptic ulcers, UpToDate 2017

**and...**

**"intermittent PPI therapy has been found to be safe and effective** while significantly reducing cost, even in patients with high-risk stigmata after endoscopy"

Evidence summary - American Journal of Health-System Pharmacy, Feb 2017

**plus...**

- Low dose IV PPI achieved the **same efficacy** as high dose PPI post endoscopic haemostasis
- "High dose PPI show little or **no difference** in the risk of rebleeding and mortality"
- "The risk/benefit and cost/benefit balance are probably unfavorable to the use of high doses"

Evidence summaries 2010 & 2016

Prepared by Austin Health Sciences Library Jan 2018 Full report: <http://hub/choosingwisely>

Austin Health ASK AN INFORMATIONIST Choosing Wisely Australia

## Are opioids necessary FOR THE MANAGEMENT OF PAIN FOLLOWING LIMB FRACTURE SURGERY OR EXTREMITY TRAUMA?

**The issue...**

The 'opioid crisis' has recently been reframed as a "public health emergency" (Gostin et al 2017)

**plus ...**

**Postoperative prescription opioids are often unused, unlocked & undisposed** (Bicket et al 2017)

**"Across all reports, 2 to 5 times more opioids are prescribed than consumed"** (Gauger et al 2018)

**Recent evidence ...**

**Non-opioid analgesia is as effective as opioid analgesia for acute extremity pain** (Chang et al 2017)

**Combination non-opioids reduce opioid consumption post-operatively** (Martinez et al 2017)

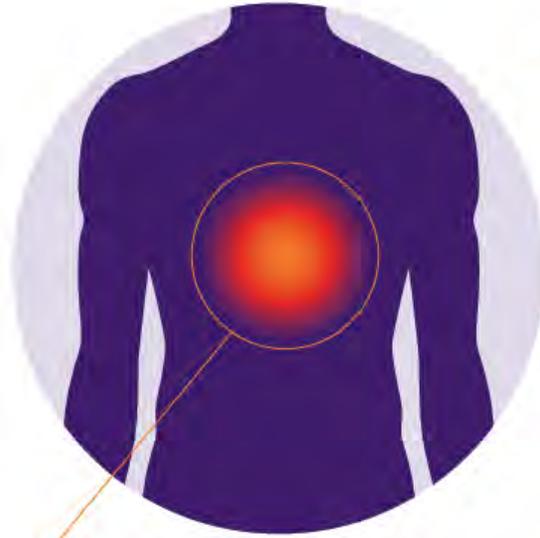
**"Multimodal analgesia is available and the evidence is strong to support its efficacy"** (Wick et al 2017)

**The balancing act...**

**Optimal pain management** **Responsible prescribing**

Prepared by Austin Health Sciences Library Jun Full report: <http://hub/choosingwisely>

# HEARTBURN AND REFLUX MEDICINE USE IN AUSTRALIA



**NOT EVERYONE WITH HEARTBURN AND REFLUX NEEDS DAILY MEDICINE FOR THEIR SYMPTOMS**



About 1.6 million Australians take prescription heartburn and reflux medicine\* daily



Over 19 million prescriptions issued for heartburn and reflux medicine\* in 2013-14†



The most common heartburn and reflux medicine\* cost the taxpayer over \$200 million‡ in 2013-14†



A person taking daily prescription heartburn and reflux medicine pays about \$450‡ per year



Up to 30% of people taking heartburn and reflux medicine\* may be able to stop after their initial course (typically 4-8 weeks)

**Ask your doctor to review your medicines**

For more information visit  
[nps.org.au/heartburn-and-reflux](http://nps.org.au/heartburn-and-reflux)

Always speak to your health professional before making changes to your medicines.

\* Refers specifically to prescription proton pump inhibitors.

† For 2013-14 financial year.

‡ The full list of the top 10 subsidised drugs for the 2013-14 financial year can be found at [www.australianprescriber.com/magazine/37/5/article/1543](http://www.australianprescriber.com/magazine/37/5/article/1543)

§ Based on an adult, non-concession card holder taking a daily dose of a PBS subsidised proton pump inhibitor (e.g.esomeprazole 30 doses per packet at a cost of \$37.70 each packet).



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Australia**

An initiative of NPS MedicineWise



Independent. Not-for-profit. Evidence based.  
NPS MedicineWise is funded by the Australian Government Department of Health.



## Should your patient be on a PPI?

### Yes – for the following indications:

- Barretts Oesophagus
- NSAIDs / chronic antiplatelet anticoagulation prescribed for more than 1 week with bleeding risk (as determined by appropriate unit eg. Gastro / Haem)
- GI ulceration (acute / chronic bleeding)
- Partial gastrectomy with intact antrum / oesophagectomy
- Other (low levels of supporting evidence):
  - Severe oesophagitis including chemotherapy induced mucositis
  - Solid organ transplant for stress ulcer prophylaxis
  - ICU stress ulcer prophylaxis
  - Coagulopathy and platelets < 50
  - High dose steroids

Continue PPI

### On Discharge:

- Document a clear prescribing plan in discharge summary:
  - Indication
  - Dose / Frequency
  - Duration of PPI therapy (please specify a STOP date if applicable)
- Educate patient of change

### Maybe – for the following indications:

- Mild – moderate oesophagitis
- Bariatric surgery

Consider

Desprescribe or stop PPI

### Options to De-Prescribe or Stop PPI

REDUCE DOSE – If on PPI for > 6 months, half the dose weekly until on lowest possible dose then stop. Tapering will reduce the risk of rebound symptoms

OR

USE ON DEMAND – daily until symptoms stop or H2 antagonist

OR

STOP – If on PPI < 6 months or in hospital indication resolved.

### No – for the following indications:

- Peptic ulcer disease treated for 6-12 weeks (NSAIDs stopped, *H.pylori* eradicated)
- Upper GI symptoms without endoscopy (asymptomatic for 3 consecutive days)
- Uncomplicated *H.pylori* treated for 2 weeks and symptomatic (aim to stop once eradicated)
- GORD treated 4-8 weeks (oesophagitis healed, symptoms controlled for 3 months)

### On Discharge:

- Document a clear de-prescribing plan in discharge summary:
  - Duration of PPI therapy (please specify a STOP date)
- Educate patient of change



### Decision Support

## Identified Order: Coagulation Studies

### Reference

Coagulation Studies

CarePlan information

Chart guide

Nurse preparation

Patient education

Policy and procedure

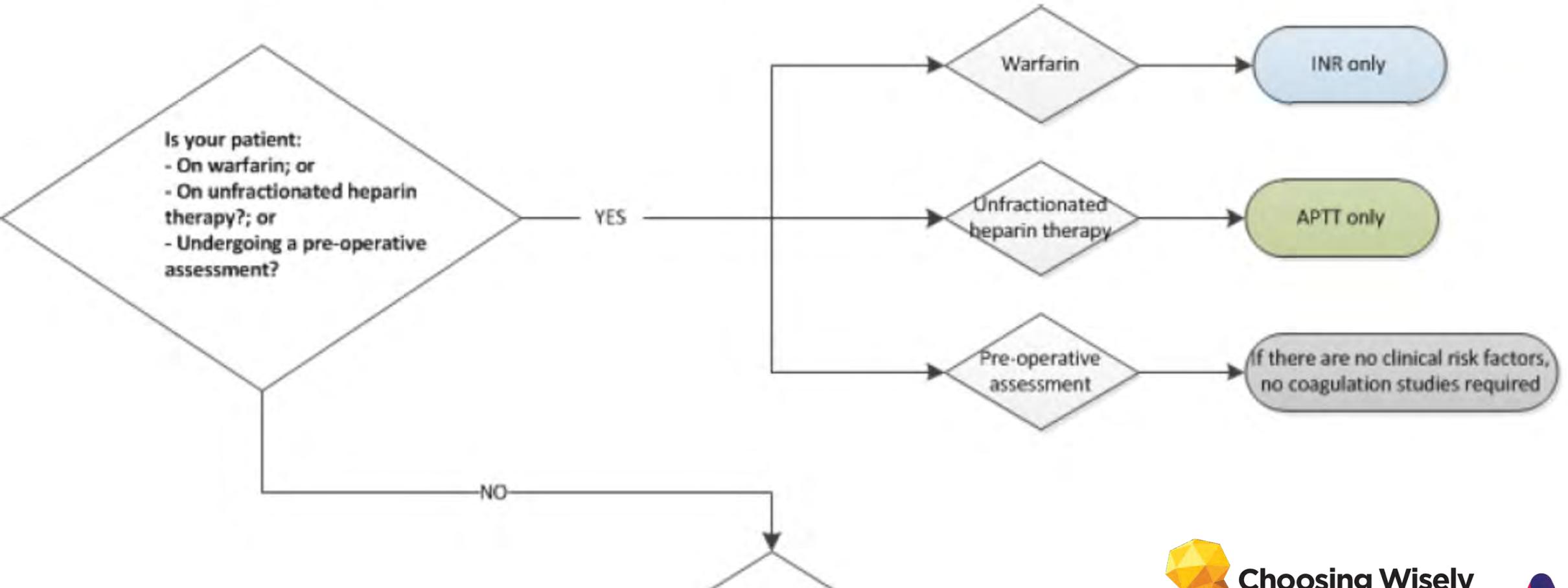
This test includes APTT, INR, PT and Fibrinogen.

Routine testing of all four tests of coagulation is not in line with current guidelines.

Please see the ePPIC document: [Guideline for Ordering Pathology Tests – Coagulation Studies](#)

# Education with decision support...

ations flowchart for Coagulation Studies monitoring



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# Limited utility of routine chest X-ray in initial evaluation of neutropenic fever in patients with haematological diseases undergoing chemotherapy

Ortis Estacio,<sup>1</sup> Zoe Loh,<sup>1</sup> Amy Baker,<sup>2</sup> Geoff Chong,<sup>2</sup> Andrew Grigg,<sup>1,2</sup> Leonid Churilov<sup>3</sup> and Eliza A. Hawkes <sup>2,4</sup>

<sup>1</sup>Department of Medicine, and <sup>2</sup>Department of Clinical Haematology and Medical Oncology, Olivia Newton John Cancer Research and Wellness Centre, Austin Health, <sup>3</sup>Statistics and Decision Analysis Academic Platform, Florey Institute of Neuroscience and Mental Health, and <sup>4</sup>Eastern Clinical Research Unit, Eastern Health Monash University Clinical School, Melbourne, Victoria, Australia

## Key words

chest X-ray, neutropenic fever, haematological malignancy, choosing wisely.

## Correspondence

Eliza A. Hawkes, Department of Clinical Haematology and Medical Oncology, Olivia Newton John Cancer Research and Wellness Centre, Level 4, Austin Health, 145 Studley

## Abstract

**Background:** Routine chest X-ray (CXR) is recommended for neutropenic fever (NF) management however its role is relatively understudied in haematology patients.

**Aim:** To investigate the utility of CXR in the diagnosis and management of patients with haematological conditions complicated by NF.

**Methods:** Retrospective, single-centre analysis of haematology patients admitted with NF between January 2011 and December 2015. Baseline demographics, treatment details and outcomes were collected from electronic patient records. CXR underwent

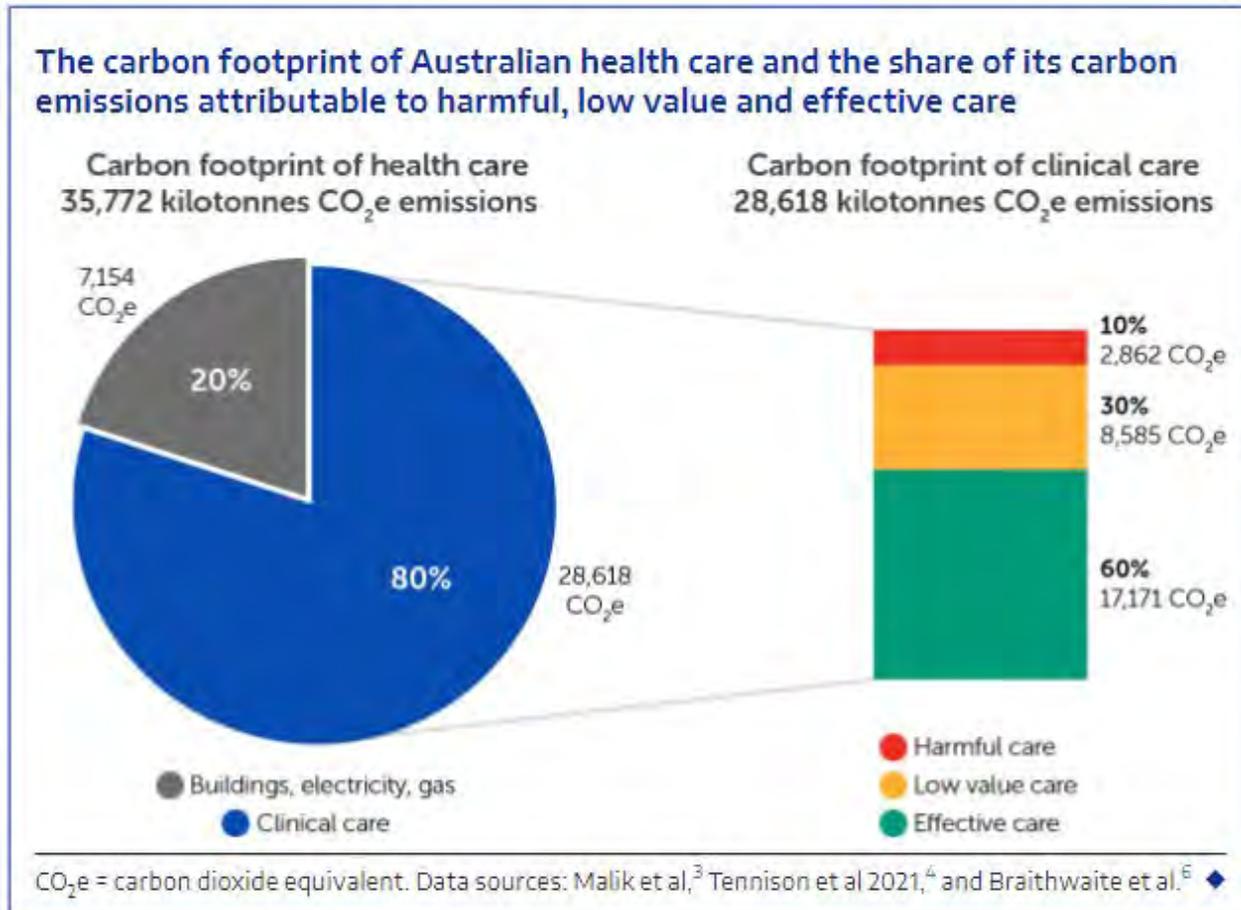


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# Choosing Wisely to Combat Climate Change!



- Sustainability Steering Committee chaired by Austin CEO
- HMO and Indigenous member
- Includes evidence based education package relevant to your daily clinical practice

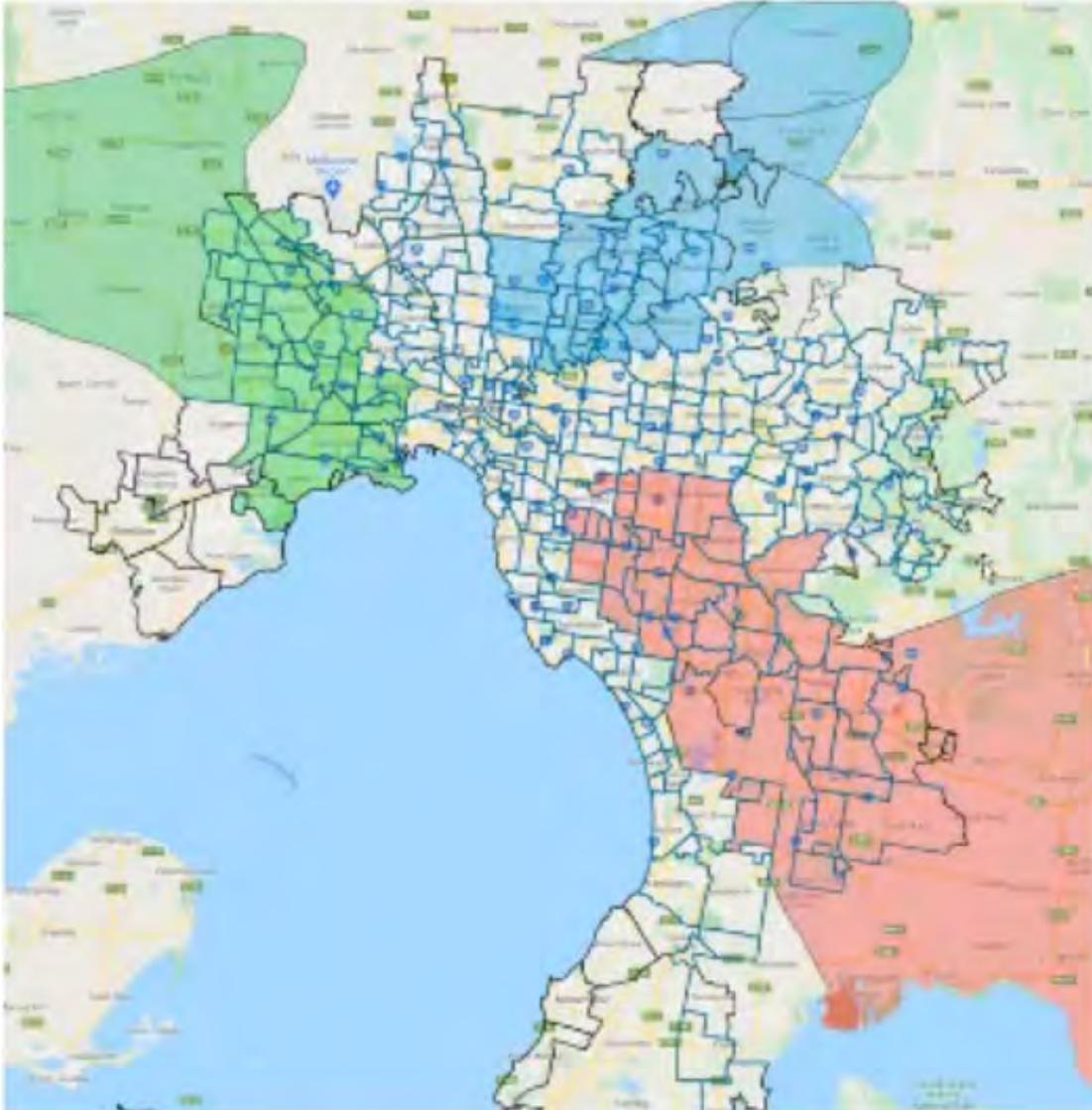


## Wiser Carbon Neutral

We aim to develop an evidence base that can assist clinicians and policy makers to safely decarbonise healthcare, while maintaining high quality patient care.



# Clinical Education opportunities with the new Public Health Units



North-East PHU

Southern PHU

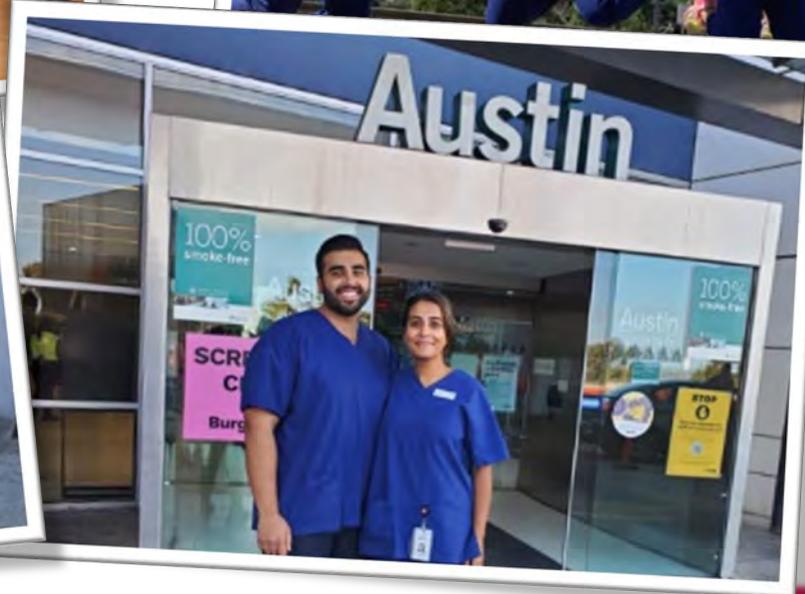
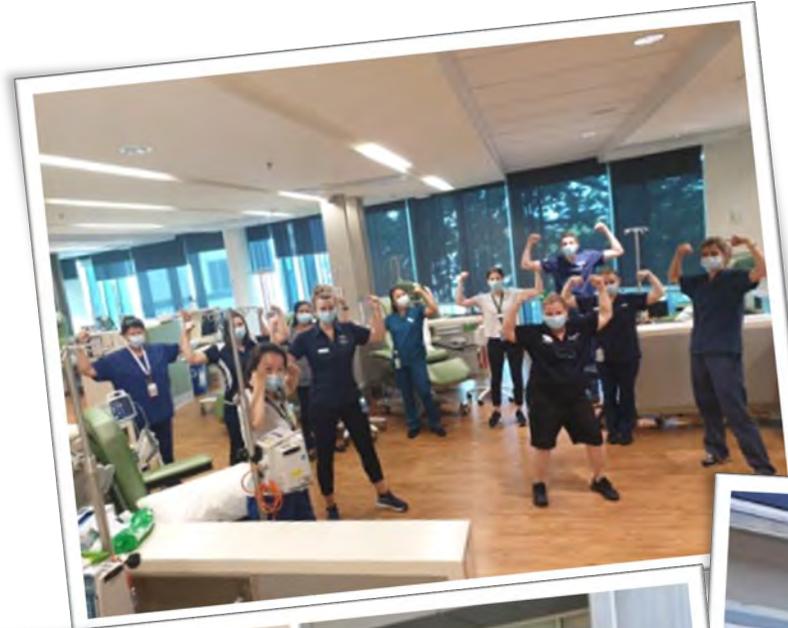
Western PHU



Health  
and Human  
Services



# Why Austin? Talk to our clinicians!



[Summary Video \(SW\)](#)



Austin  
HEALTH



**Austin HMO Society**

*Tyson Walters, 2023 President*

# What does the HMO society do?

- Advocacy
  - ✓ *Make positive changes to work practices and environment*
  - ✓ *Work with Senior Medical Staff and Medical Workforce*
  - ✓ *Junior Medical Advisory Forum*
- Run social events throughout the year
- Provide food and bubble tea
- Maintain facilities such as lockers and ressesies



# Food and Bubble Tea



# What does the HMO society do?

- Advocacy
  - ✓ *Make positive changes to work practices and environment*
  - ✓ *Work with Senior Medical Staff and Medical Workforce*
  - ✓ *Junior Medical Advisory Forum*
- Run social events throughout the year
- Provide food and bubble tea
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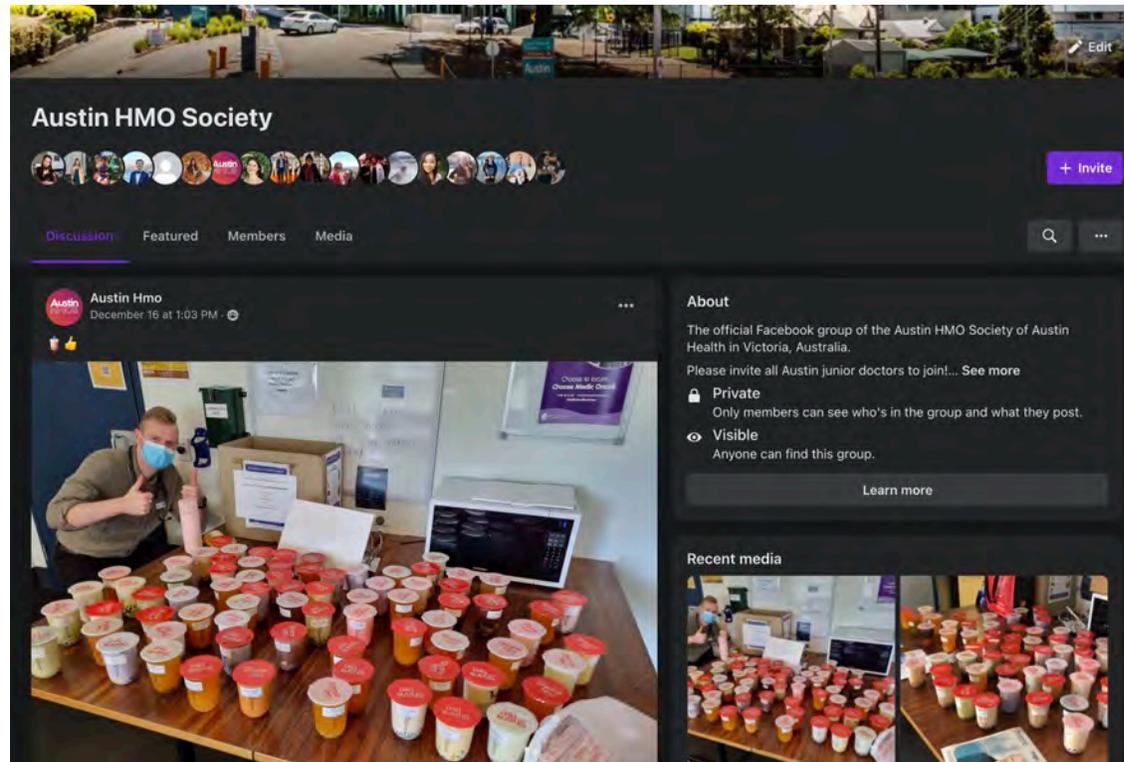
# Social Events

- Annual Ball
- End of rotation drinks
- Inter - hospital sporting events (work in progress)



# Connect with us

- Facebook group: Austin HMO Society





**Looking forward to seeing you next year!**

Email [Tyson.walters@austin.org.au](mailto:Tyson.walters@austin.org.au)





**2024 Internship at Austin Health**

***Sarah Rickman, Supervisor of Intern Training***

# Why become an Austin Intern?

- Part of our team of 65
- Supported by:
  - ✓ Engaged MWU
  - ✓ Supervisor of Intern Training (Dr Sarah Rickman)
  - ✓ Medical Education Officer (Ms Pauline Dib)
  - ✓ Other education staff
  - ✓ HMO Supervisor, Speciality Supervisors, Clinical Education Unit



# What do we offer?

- Orientation
  - Information and welcome prior to commencement
  - 5 day orientation program
    - Focus on work readiness
    - Shadowing
- Support
  - Medical Education Officer
    - Mentor program
  - Supervisor of Intern Training
    - 1:1 interviews with EVERY intern across the year



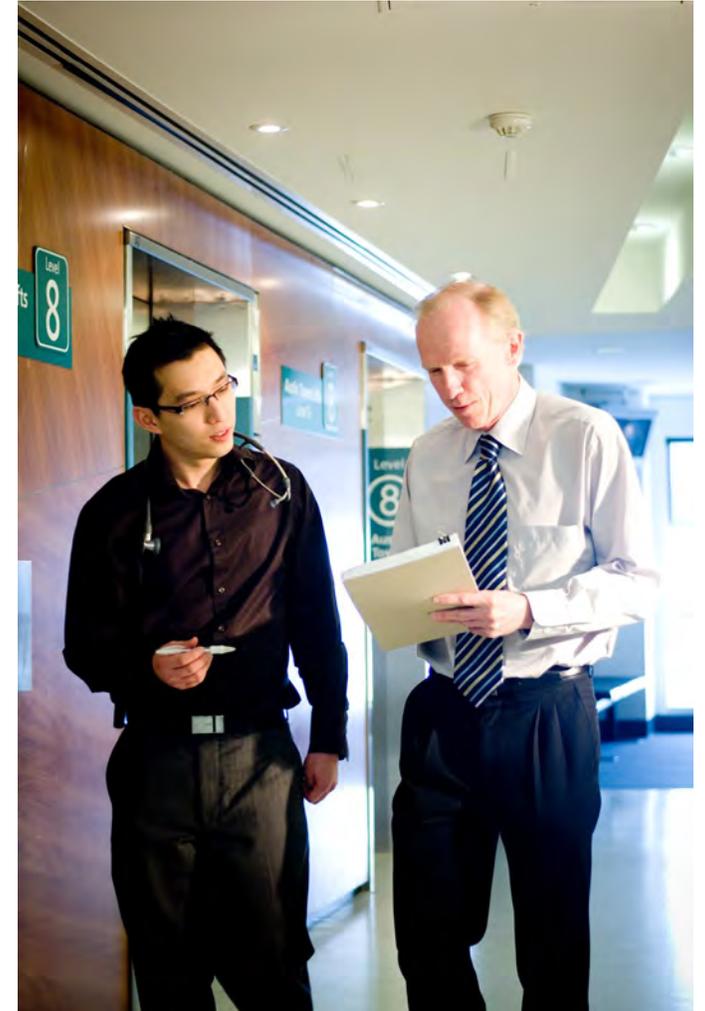
# What do we offer?

- Intern Education program
  - Weekly, protected time
  - Broad range of topics with engaged clinical speakers
  - Opportunity to build networks and connections
  - Ad hoc workshops (eg. Plaster)
- Access and monitoring of theatre attendances



# What do we offer?

- Good engagement with units and Term Supervisors
  - Network to share ideas
  - We are building our feedback and supervisor support resources
- Within units:
  - Local orientation
  - Resources and handbooks
  - Regular feedback (incl mandatory assessments)



# Continuous improvement

- Regular adjustments made to all part of program in response to feedback
- This will continue to maximise your experience



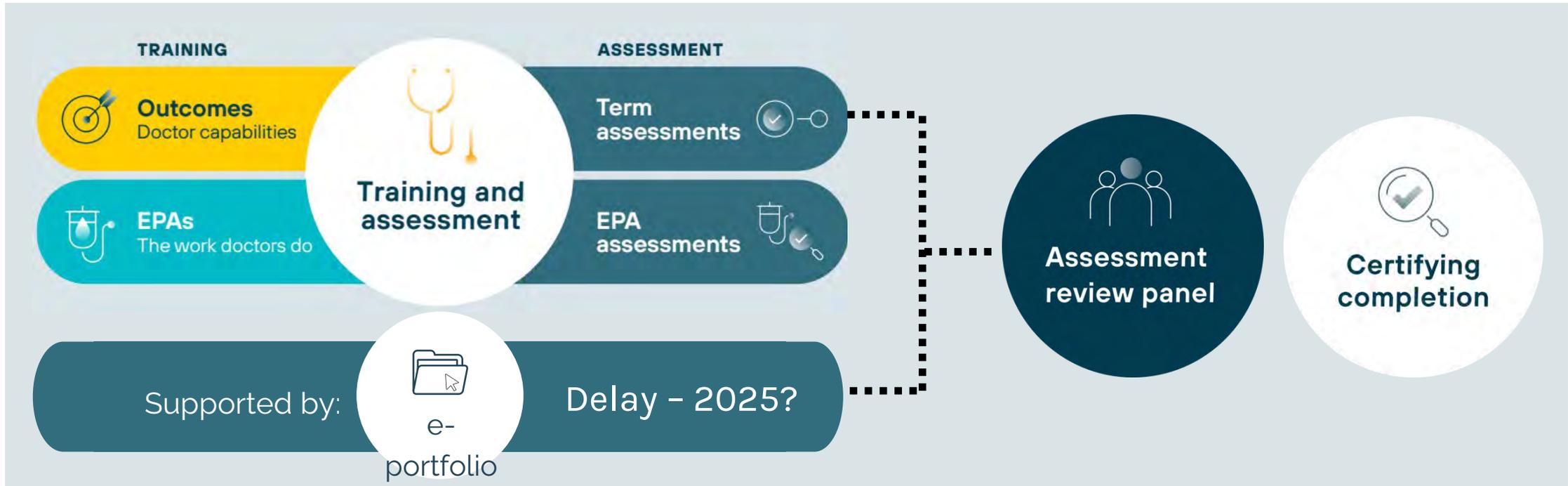
# The New Framework

- It is happening
- It is significant
- It is new for everyone

**So we will all be in it together**

- Longitudinal and competency based approach







# Your year



A. Undifferentiated illness



B. Chronic illness



C. Acute and critical illness



D. Peri-operative/ procedural

- Core competencies rather than core terms
- Focus on breadth of experience
- 5 terms in 2024
- Longitudinal assessment progressing tracking across the year
  
- Terms still being decided





	PGY1	PGY2
Length	Minimum 47 weeks	Minimum 47 weeks
Structure	Minimum of 4 terms (of at least 10 weeks)	Minimum of 3 terms (of at least 10 weeks)
Specialties	Maximum 50% any specialty and 25% subspecialty	Maximum 25% subspecialty in a year
Embedded in clinical teams	At least 50% of the year	At least 50% of the year
Service terms - relief and nights	Maximum 20% of the year	Maximum 25% of the year
Program content - Clinical experiences	<ul style="list-style-type: none"><li> A. Undifferentiated illness</li><li> B. Chronic illness</li><li> C. Acute and critical illness</li><li> D. Peri-operative/procedural</li></ul>	<ul style="list-style-type: none"><li> A. Undifferentiated illness</li><li> B. Chronic illness</li><li> C. Acute and critical illness</li></ul>



# Entrustable Professional Activities

EPA1 Clinical assessment

EPA2 Recognition and care of the acutely unwell

EPA3 Prescribing

EPA4 Team communication - documentation, handover, referrals

- 10 per year
- Will be introduced in 2024
- Full introduction 2025
- New for all
- Education will be provided



# Questions?



The background features a vibrant Aboriginal artwork. It includes several white handprints scattered across a blue, wavy background that resembles water. A prominent rainbow arches across the lower half of the image. On the left side, there are intricate geometric patterns in shades of brown, black, and white, including circles and zig-zags. The overall composition is layered and colorful.

# Aboriginal Employment at Austin Health

A/Prof Chris Leung

**Austin**  
HEALTH

As part of our Innovate Reconciliation Action Plan, our vision for reconciliation is one where all Aboriginal and Torres Strait Islander Peoples have access to just, equitable and culturally safe healthcare.

We are committed to increasing and supporting Aboriginal employment and ensuring that our Aboriginal staff are provided with opportunities to thrive and succeed in their chosen careers at Austin Health.

There are many benefits for working with us:

- Connection to our Ngarra Jarra Aboriginal Health Program team.
- Opportunities to be involved in work being done around our commitment to reconciliation and Aboriginal employment, including Closing the Gap Committee and Reconciliation Action Plan Working Group.
- Support and connection with our Aboriginal and Torres Strait Islander staff network.
- Celebration and recognition of significant annual cultural events such as Reconciliation Week, NAIDOC week, National Aboriginal and Torres Strait Islander Children's Day, as well as access to cultural and ceremonial leave.

To read more about visit: <https://www.austin.org.au/aboriginal-careers/>

For further information or support please contact: [AboriginalCareers@austin.org.au](mailto:AboriginalCareers@austin.org.au)

*\* Please note that the term Aboriginal will be used throughout this presentation to refer to both Aboriginal and Torres Strait Islander Peoples*





# **Internship Application Process**

*Helen Pitman, Acting Director Medical Workforce Unit*

# What is the Application Process?

- Applications *open* Monday, 8 May 2023
- Applications *close* Thursday, 8 June 2023
- Apply online via [PMCV](#)

## PMCV Requirements:

- Completion of online CV Form
- Nominate two clinical referees
- Record Video interviews (12 June to 16 June)

- Apply to Austin Health directly via Medical Careers Page

## Austin Requirements

Cover Letter and Curriculum Vitae (CV)

Non-clinical Reference (x1)

Photo



# Intern positions - 2024

- Austin Health have 65 Intern positions in 2023
- One Intern position will be available for an Aboriginal or Torres Strait Islander applicant
- We expect to have at least 1 Intern position for Priority Group 2 candidates in 2024; the final allocation is determined by the PMCV
- In 2023, all 65 positions were filled by Group 1 candidates



# What happens from there:

- Short listing process undertaken - (19 June 2023 - 30 June 2023).
  - As part of our Aboriginal Employment Plan, all Aboriginal and Torres Strait Islander people will be shortlisted.
- Email notification of selection for online interview review (3/4 July 2023).
- Round 1 Offers – Priority Group 1 – 17-21 July 2023 – actual date still to be confirmed





# Weighting of assessment criteria:

Scoring Shortlisting /Interview Assessment	Scoring Selection/Ranking
<ul style="list-style-type: none"><li>• Cover letter (35%)</li><li>• Curriculum Vitae (15%)</li><li>• Non-Clinical Reference (15%)</li><li>• Clinical References (35%)</li></ul>	<ul style="list-style-type: none"><li>• Application score: 60%<ul style="list-style-type: none"><li>○ From Shortlisting</li></ul></li><li>• Interview score: 40%</li></ul>



# Cover Letter & Curriculum Vitae (CV)

- Your cover letter should address
  - why Austin and why you?
- Address your cover letter to
  - Ms. Emma Saggese and Ms Christine Keating,  
MWU Coordinators, Medical Workforce Unit.
- Standardised CV Format will be required, template available on Austin Health and PMCV websites.



# What are we looking for in a doctor?

## A safe and good doctor

- Embodies Austin Health values.
- Works well within a team environment, particularly within a multidisciplinary setting.
- Has well developed communication skills.
- Is interested in research and teaching.
- Has interests and achievements outside of the medical field.
- Displays a community focus through membership of community or volunteer groups.
- Is interested in a future career at Austin Health\*



# Clinical References

- TWO clinical references will need to be supplied via the PMCV Allocation and Placement Service (APS)
- Your references can be from
  - Consultants or Registrars,
    - Preferred if you have worked clinically with you rather than an academic supervisor
- The references can come from one specialty or more than one specialty – make sure two respond to the request for a reference.



# Non-clinical Reference

- You need to submit **ONE** written non-clinical reference with your application to Austin Health.
- Please do not submit this person's contact details, but their actual written reference as part of your application.
- The reference needs to be from someone who has worked with you in a supervisory role (paid or voluntary), not a family friend/member or colleague.
- The reference should be no longer than one page.



# Further Information & Contact

- Austin Health Website  
[www.austin.org.au/careers/junior-medical](http://www.austin.org.au/careers/junior-medical)
- Email: [internrecruitment@austin.org.au](mailto:internrecruitment@austin.org.au)
- Phone: 03) 9496 6813





**Why Austin? Talk to our Senior Medical Staff  
and current HMOs!**

# Why Austin? Talk to our SMS!

Medical Education – A/Prof Chris Leung

Emergency Medicine – Dr Jocelyn Howell

Intensive Care – Dr Caleb Fisher

General Medicine – A/Prof Nick Jones

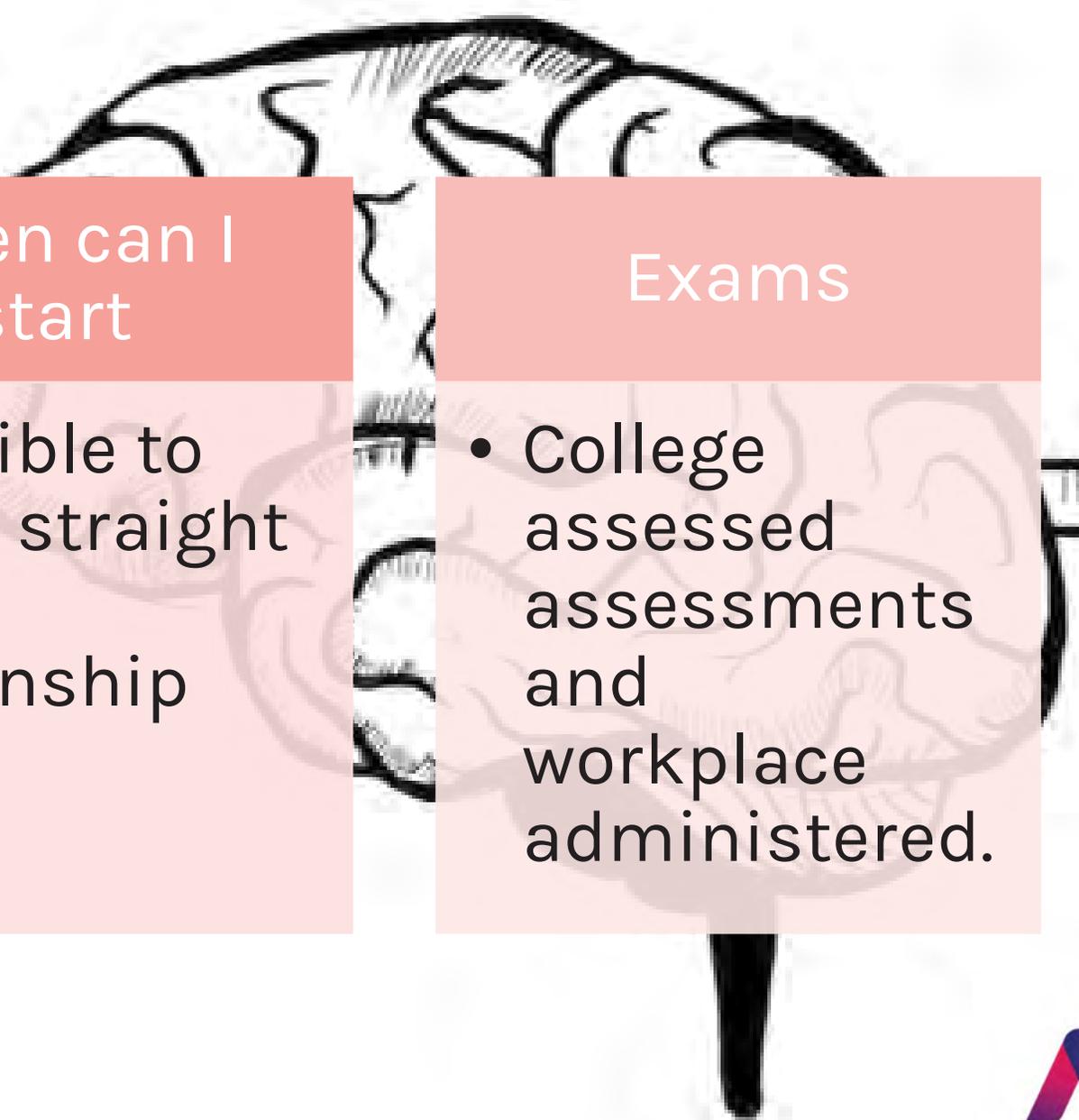
General Surgery – Mr David Proud/ Mr Sean Stevens

Psychiatry – Dr Benjamin Newham

Aged Care – Prof Michael Murray



# Psychiatry Training



## Duration

- 5-years

## When can I start

- Possible to start straight after internship

## Exams

- College assessed assessments and workplace administered.



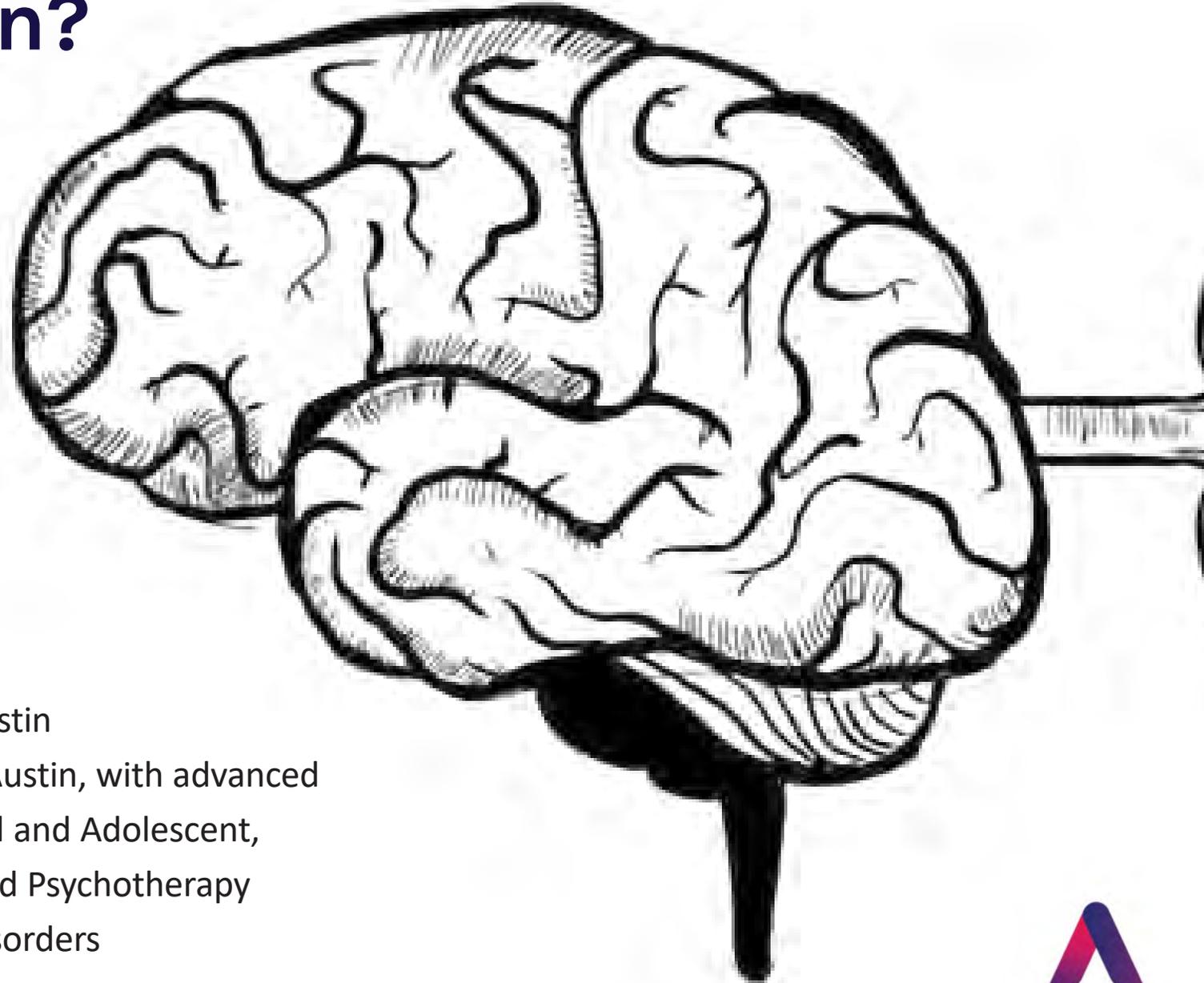
# Why Psychiatry?

- Studying the mind
- Therapy
- Workplace Culture
- Career pathway/opportunities
- Royal Commission



# Why at the Austin?

- Intern rotations
  - 3 APU rotations
  - Eating Disorders/ Parent Infant Program
  - PAPU
- HMO rotations
  - Adolescent Unit
  - Ward 17 (PTSD ward)
  - ADAS (Austin Drug and Alcohol Unit)
  - Brain Disorders Unit
  - Consultation Liaison
- Registrar rotations
  - Currently 55 registrar positions at the Austin
  - Can complete all of your training at the Austin, with advanced training options in Adult, Addiction, Child and Adolescent, Consultation Liaison, Neuropsychiatry and Psychotherapy
  - State-wide services in PTSD and Brain Disorders



# Why Austin? Talk to our HMOs

Dr Maria Hormiz – Elizabeth Austin Registrar

Dr Lauren Robinson – Intern

Dr Felix Wang – Intern

Dr Nathan Nadanasabesan – General HMO

Dr Zoe Williams – General HMO

Dr Jankesh Gill – General HMO

Dr Tyson Walters – Medical HMO

Dr Nishee Nattraj – Medical HMO

Dr Shan Xing – Medical HMO

Dr Rama Mikhail – Surgical HMO

Dr Seraphina Choong – Surgical HMO

Dr Abdullah Al-Khanaty – Surgical HMO

