

ALFRED HEALTH 2020 INTERNSHIP PROGRAM



About Alfred Health	1 - 2
Medical Workforce Operations Team	3
• 2020 Intern Year & Rotations	4
• Rotations	5
• Example of an Intern's Yearly Rotation Allocation	6
• Annual Leave Allocation & Entitlements	7
Medical Education Team	8
• Orientation & Education	9
• Wellbeing	10
• Feedback	11
• Beyond Internship	11
• Feedback from 2018 Interns	12
Medical Workforce Recruitment Team	13
• The Application Process	14
• The Interview Process	15
• The Selection Process	16
• Key Tips	17
• Career Pathways	18
Appendix	
1. Significant Operational Activities	19
2. Key Contacts and Resources	20

ABOUT ALFRED HEALTH

AlfredHealth

Our story

Across diverse organisation, we value and respect life from beginning to end.

We provide treatment, care and compassion to the people of Melbourne and Victoria.

Our research and education programs advance the science of medicine and health and contribute to innovations in treatment and care. Through partnerships we build our knowledge and share it with the world.

Our purpose

To improve the lives of our patients and their families, our communities and humanity.

Our beliefs

Patients are the reason we are here – they are the focus of what we do.

How we do things is as important as what we do.

Respect, support and compassion go hand in hand with knowledge, skills and wisdom. Safety and care of patients and staff are fundamental.

Excellence is the measure we work to everyday. Through research and education, we set new standards for tomorrow.

We work together. We all play vital roles in a team that achieves extraordinary results.

We share ideas and demonstrate behaviours that inspire others to follow.



ABOUT ALFRED HEALTH

AlfredHealth

Alfred Health is one of Australia's leading healthcare services. We have a dual role: caring for more than 700,000 locals who live in inner-southern Melbourne and providing health services for Victorians experiencing the most acute and complex conditions through our 14 state wide services.

Our three hospital campuses – The Alfred, Caulfield Hospital and Sandringham Hospital – as well as numerous community-based clinics provide lifesaving treatments, specialist and rehabilitation services through to accessible local healthcare. We care for a wide range of people, from children to the elderly.

Highlights

110,188	emergency presentations (Alfred and Sandringham)
115,759	episodes of inpatient care
11,238	elective surgeries performed from waiting list
108	lung transplants
25	heart transplants
1,527	major trauma patients
98%	of elective surgery patients treated within clinically recommended times
383	clinical trials open as at 30 June 2018
159,678	specialist outpatient appointments
9,283	employees
542	volunteers

Our hospitals



The Alfred, a major tertiary and quaternary referral hospital, is best known as one of Australia's busiest emergency and trauma centres and is home to many statewide services including the Heart and Lung Transplant Service, Victorian Melanoma Service and Major Trauma Service. This site is also

home to the Alfred Medical Research and Education Precinct.



Caulfield Hospital specialises in community services, rehabilitation, geriatric medicine and aged mental health. The hospital delivers many services through outpatient and community-based programs and plays a statewide role in providing rehabilitation services, which includes the Acquired Brain Injury Rehabilitation Centre.



Sandringham Hospital is community focused, providing hospital healthcare needs for the local area through emergency, paediatrics, general medicine and outpatient services. The hospital works closely with the Royal Women's Hospital and local community healthcare providers.

Community services and clinics



Melbourne Sexual Health Centre has dedicated clinics for men and women, onsite testing for sexually transmitted infections and provides counselling, advice and health information.

Community clinics meet the growing expectations of our patients for treatment in their communities or at home. We continue to develop new services to meet changing community needs, such as HOPE (a psychiatric program aiming to reduce suicide rates).



Medical Workforce Operations Team

The Medical Workforce Operations Team are responsible for the allocation of your rotations and manage the rostering for each unit. The team organise your annual leave and process your pay in Kronos each fortnight. The Operations Team encourage JMS wellbeing through best practice rostering and support services.

Introducing our team

Zoe Hume - Program Relationship Lead

The Alfred & Caulfield Hospitals

David Cali – Medical Workforce Coordinator, Junior Medical

Fiona Grey - Medical Workforce Coordinator, Junior Medical

Susan Harrison - Medical Workforce Coordinator, Junior Medical

Zoe Murdoch - Medical Workforce Coordinator, Junior Medical

Sandringham Hospital

Helen Mantas – Medical Workforce Coordinator, Junior Medical



2020 Intern Year & Rotations

There will be 56* Intern positions available for 2020 with the clinical year commencing on 13 January 2020 and concluding on 10 January 2021.

During your clinical year, you will undertake five (5) rotations that have the following durations*:

- 4 x 10 weeks
- 1 x 12 weeks

These rotations are based at the following hospitals and currently we do not include any country hospital rotations*:

- | | |
|--|--------------|
| • The Alfred | 44 positions |
| • Caulfield Hospital | 6 positions |
| • Sandringham Hospital | 4 positions |
| • Calvary Health Care (Bethlehem Hospital) | 2 positions |



* *subject to change*

MEDICINE - CORE

General Medicine - Alfred
General Medicine - Caulfield
General Medicine - Sandringham

SURGERY - CORE

General Surgery - Sandringham
General Surgery (BES) - Alfred
General Surgery (CRS) - Alfred
General Surgery (OGB) - Alfred
General Surgery (HBP) - Alfred
Orthopaedics - Alfred
Urology - Alfred
Vascular - Alfred

EMERGENCY - CORE

Emergency – Alfred

SPECIALITY - NON CORE

Aged Care - Caulfield ACG,AC1&2
Gastroenterology
Palliative Care - Bethlehem
Neuro-Palliative - Bethlehem
Psychiatry
Radiology
Respiratory – Alfred
Respiratory Transplant - Alfred
Stroke - Alfred
Trauma - Alfred
Cardiology - Alfred

How rotations are allocated

Rotations are allocated based on 56 lines, each containing 5 rotations

Each line contains minimum 3 core rotations
(Emergency/Medicine/Surgery)

Interns rank each line from 1 to 30, with 1 being most preferred

Rotations are allocated according to number of 1st preferences per line, rotation interests and any special circumstances will be taken into consideration

Rotational swaps will be considered as long as 3 core rotations are undertaken

Example of an Intern's Yearly Rotation Allocation

Line	Term 1	Term 2	Term 3	Term 4	Term 5
1	Emergency - Alfred : Annual Leave weeks 1 & 2	Gastroenterology	General Surgery - Sandringham	Emergency - Alfred	General Medicine - Alfred GMU A
2	General Surgery (CRS) - Alfred	Emergency - Alfred : Annual Leave weeks 1 & 2	General Medicine - Alfred GMU D/Dermatology	Palliative Care - Bethlehem	General Medicine - Caulfield AC3
3	Emergency - Alfred : Annual Leave weeks 1 & 2	Psychiatry	General Medicine - Alfred GMU A	General Surgery (UGIS) - Alfred	Aged Care - Caulfield AC2
4	Emergency - Alfred : Annual Leave weeks 3 & 4	General Medicine - Alfred GMU A	General Surgery (CRS) - Alfred	Neuro – Palliative Bethlehem	Psychiatry
5	Psychiatry	General Medicine - Caulfield AC3	Emergency - Alfred : Annual Leave weeks 1 & 2	General Medicine - Alfred GMU D/Dermatology	Urology - Alfred
6	Orthopaedics - Alfred	Emergency - Alfred : Annual Leave weeks 1 & 2	Cardiology - Alfred	General Medicine - Caulfield AC3	General Surgery (BES) - Alfred
7	General Medicine - Alfred GMU B	Vascular - Alfred	Aged Care - Caulfield AC1	Emergency - Alfred : Annual Leave weeks 1 & 2	Respiratory - Alfred Transplant
8	Vascular - Alfred	Emergency - Alfred : Annual Leave weeks 3 & 4	General Medicine - Sandringham	Psychiatry	Orthopaedics - Alfred
9	Emergency - Alfred : Annual Leave weeks 3 & 4	Respiratory - Alfred	General Surgery - Sandringham	General Medicine - Alfred GMU E	Radiology

Annual Leave Allocation & Entitlements

Entitlements

You are entitled to 5 weeks annual leave per year

Allocation of Leave

2 weeks annual leave must be taken during your Alfred Emergency rotation. The leave will be pre-allocated in the rotation line you are allocated to

2 weeks annual leave cannot be taken in any other rotation

Your remaining 3 weeks of annual leave must be taken at the end of the clinical year



The Medical Education Team supports the learning, professional development and wellbeing of prevocational medical staff. We coordinate your orientation program, weekly education sessions and the provision of regular feedback from your supervisors. We support junior doctor wellbeing by providing access to both internal and external support networks, a mentoring program and regular wellbeing sessions.

Introducing Our Team

Dr Tony Kambourakis - Director Medical Services (DMS)

A/Prof Laila Rotstein - Director Clinical Training (DCT)

Dr Anna Korin - Supervisor Intern Training (SIT)

Sarah Hill - Manager Learning & Development

Anthony Gibson - Medical Education Coordinator



Orientation Program

- 6-10 January 2020
- Interactive, practical and social
- Hospital policies and procedures
- What to expect in clinical practice
- Skill refresher workshops
- Wellbeing sessions
- Work shadowing
- Opportunities to get to know your peers and senior medical staff

Feedback from 2019 Interns:

- *Provided an excellent overview of some of the key topics relevant to us as interns...*
- *Really great program, relevant and engaging with good presenters and content. Particularly liked the practical tips for ward jobs and MET calls.*
- *Good mix of clinical and non-clinical topics.*
- *Everyone was super friendly and welcoming, the week was really well organised/well run...all of the staff were super approachable. Was a great week, feel it has prepared us well, thank you.*

Intern Education Program

- Weekly
- Protected teaching time
- State of the art education unit

HMO Education Program

- Monthly
- Interns most welcome to attend



Education & Wellbeing

Clinical skills workshops and simulation

- Deteriorating Patient Simulation
- Family Meeting Workshop

After hours lectures

Professional development sessions

Online learning modules

Wellbeing

Internal and external support networks

- Open door policy
- Wellbeing resource provided upon commencement

Mentoring program

- All Interns are assigned a consultant mentor
- Mentor matching is based on mutual career pathway interest, where possible

Wellbeing sessions

- Regular wellbeing reminders and support

Zero tolerance of bullying and harassment

Have your say

- JMS Leadership Group
- JMO Forum

Feedback & Beyond Internship

Feedback

Coordinate the provision of regular formal feedback from your supervisor:

- Mid and End-Term Assessments, every term (5 times per year for Interns)

Regular opportunities for you to provide feedback on your unit experiences, education, wellbeing needs:

- PHEEM survey: provide feedback on your unit experience and wellbeing each term
- Feedback surveys after orientation and every education session
- Feedback via casual conversations, or scheduled meetings with us

Beyond Internship

Career counselling

Research opportunities

Teaching opportunities

Further training

- Physician Training
 - Basic and Advanced
- Surgical Training
 - Pre-SET and SET
- Critical Care Training
 - ICU, Anaesthetics and Emergency Medicine
- Psychiatry
- Radiation Oncology
- Rehabilitation Medicine
- General Practice



Feedback from 2018 Interns

Great year at a fantastic health service.

The highlight of this year was meeting great new people and learning lots of new skills.

Honestly had the most amazing time at The Alfred – [would] not change a thing!

Being an essential part of a team and having endless clinician role models to aspire to has been very positive for me.

Overall excellent year at Alfred Health, the vast majority of registrars and consultants are brilliant and have good attitudes towards engaging and supporting junior doctors. I feel very proud to work here.

Excellent rotations, I particularly enjoyed the variety of medicine I saw on my emergency and gastroenterology rotations

The highlight of this year was finding my feet as a useful, productive, and safe member of the treating team.

Consistent valuable feedback, positive and constructively negative which allowed me to learn and grow

Thank you to the Medical Education Unit for the incredibly valuable learning opportunities throughout the year

A fantastic year I'll never forget

Thanks for the amazing support to the whole Medical Education Unit.

Thank you for one of the best years of my life.



Medical Workforce Recruitment Team

AlfredHealth

The Medical Workforce Recruitment Team manages all the administrative aspects of medical staff appointments including recruitment and on-boarding, employment contract, credentialing and coordination of visa sponsorship and AHPRA application of international medical staff.

Introducing our Team

Preeti Yadav - Recruitment and Appointments Manager

Voula Tighe - Recruitment Specialist, Junior Medical

Mariko Adlercreutz - Recruitment Specialist, Junior & Senior Medical

Sonali De Silva - Recruitment Specialist, Senior Medical

Contact: medicalrecruitment@alfred.org.au



The Application Process

AlfredHealth

- Applications will open **08 May 2019**
- You must apply to both the **PMCV** and **Alfred Health**
- Applications close **07 June 2019**
- Cover letter is not required – summary up to 200 words
- You can apply to Alfred Health via our careers website using one of the following categories that are applicable to you once applications are open:

Apply now - Intern (Non Group 1)

Apply now - Intern (Group 1)



All shortlisted applicants will be invited to complete a video interview using an online platform.

- Interview questions are pre-recorded and you will have the opportunity to review and respond to each question in a timely manner
- Interview invitations will be sent via email by 12 June 2019
- Interviews can be completed at a time and place that suits you
- You can complete it on your computer, mobile or tablet device as long as you have access to a camera and a stable internet connection
- You will be given an opportunity to practise as many times as you like prior to commencing your interview
- Interviews to be completed by 17 June 2019

Interview invitations will include support resources:

- Information Sheet to help you get started with your video interview
- Latest tips in completing video interviews
- Technical support contact



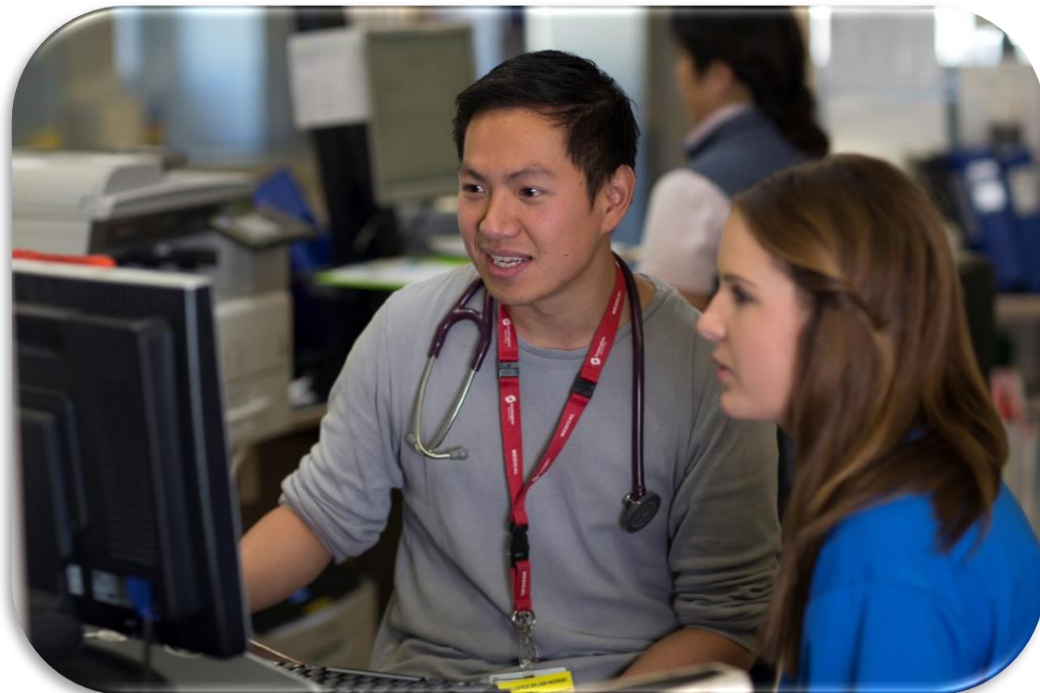
The Selection Process

Each of the below element is weighted to provide an overall applicant score:

- Application/CV
- Referee ratings and comments
- Academic results - university Z score
- Video Interviews

We look for individuals who:

- Aspire to have a future career at Alfred Health
- Demonstrates academic, clinical and personal traits that Alfred Health would see as desirable in a potential employee / trainee
- Are committed to a high level of care for our patients and community
- Are compassionate with their patients and colleagues
- Appreciate multidisciplinary and interdisciplinary nature of patient care

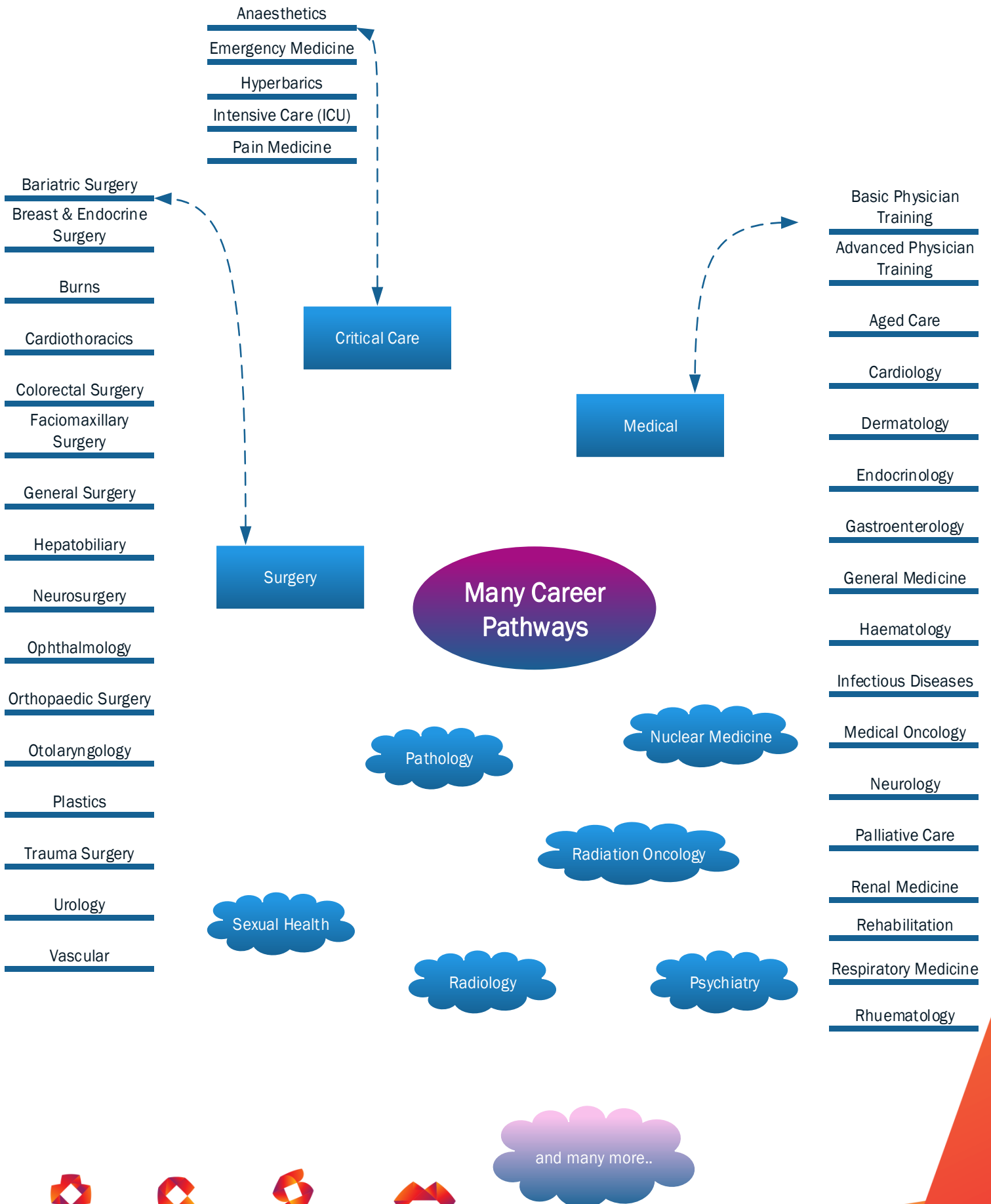


Key Tips

- Don't rush through your application, read the questions well prior to submitting
- Incomplete applications can be saved and returned to a later date for completion
- Once submitted, you cannot amend
- Ensure that your references are available via the PMCV website
- Research about Alfred Health, visit our careers website
- Prepare for the interview
- Familiarise yourself with the video interview system



Career Pathways



Appendix One - Significant operational activities

The Alfred

The Alfred is a leader in healthcare, home to many statewide services and provides care for the most complex patients. We're also building the next generation of healthcare through translational research and education. Demand for acute care continues to rise, with continued increases in ED presentations and major trauma each year. We run Australia's most acute Intensive Care Unit (ICU), the largest in Victoria, with 80 per cent of ICU hours for statewide services.

Achievements and initiatives in 2017-18

Record number of lung transplants





More than 100 people received new lungs at The Alfred, a milestone for the transplant program.

Our medical teams performed a record 108 lung transplantations, including five paediatric lung transplants. This is 11 per cent more than last year and double the number of lung transplants we did in 2009.

Around 96 per cent of people on the waiting list are receiving new lungs, compared with 70 per cent a decade ago.

The Alfred is outperforming the United States, United Kingdom, France and Belgium with the number of lung transplants performed and Alfred transplant patients are living longer on average compared to the rest of the world.

Transplants we performed to save lives in 2017-18:

-  **Lung - 108**
-  **Heart - 25**
-  **Kidney - 36**
(including five transplants from live donors)
-  **Stem cell transplants for cancer patients**
29 allogeneic (donated cells)
56 autologous (own cells).

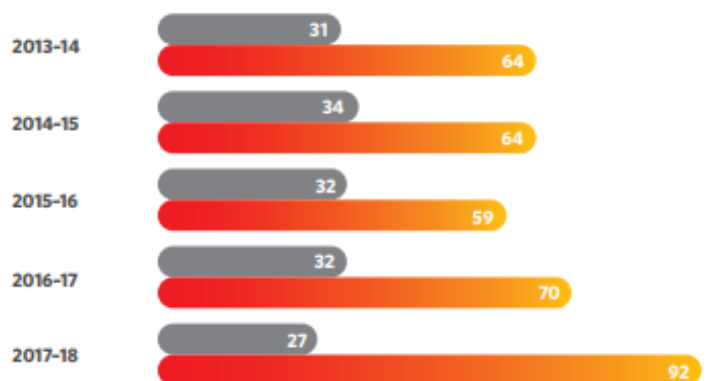
Demand for expert care

We saw a record year for ECMO (extracorporeal membrane oxygenation), with a 31 per cent increase.

ECMO (extracorporeal membrane oxygenation) is used in intensive care to provide both cardiac and respiratory support to patients whose heart and lungs are unable to work effectively on their own. The Alfred has become an expert in this technique, transferring patients in from hospitals around the country, including Queensland, Tasmania and Victoria.

Not only did many more patients need this lifesaving treatment in 2017-18, but the days these patients were on ECMO increased by 19.5 per cent, indicating the high acuity or complexity of these very sick patients.

ECMO (extracorporeal membrane oxygenation)



● Patient retrievals from other hospitals for ECMO ● Total ECMO patients

Expanded Emergency and Trauma Centre

We increased our capacity to care for the state's sickest and most severely injured patients thanks to a multi-million-dollar upgrade of the Eva and Les Erdi Emergency and Trauma Centre (E&TC).

The Alfred now manages risk by seeing and assessing everyone soon after arrival. We have adopted a 'streaming' system, where patients are streamed through to definitive care, which is provided by a team of doctors, nurses and Allied Health staff. This year, the centre saw more than 66,200 patients come through Alfred E&TC. That includes more than 9,000 trauma admissions. This year, we saw 1,527 major trauma cases, a 2 per cent increase on the previous year.

Prior to Christmas, our trauma expertise was required when a car collided with pedestrians at Flinders Street. Of the 19 people injured, The Alfred received 10 of them, some of whom were in a critical condition. One man died from his injuries several days later.

Appendix Two – Key Contacts and Resources

Alfred Health Medical Workforce Team Contacts:

Operations Team

medicalrosters@alfred.org.au

Education Team

medicaleducation@alfred.org.au

Recruitment Team

medicalrecruitment@alfred.org.au

Alfred Health Careers Website

<https://www.alfredhealth.org.au/careers/medical-careers>

PMCV Website

<https://computermatching.pmcv.com.au>

**Join our AMAZING team
Great Doctors.
Great Care.**

