

Intern Information Session

9 May 2018

AlfredHealth



Welcome to The Alfred

Lakshan Wijesinghe
Director Medical Workforce

AlfredHealth



Session Overview

- Alfred Health 2019 Intern Program
- Medical Education and Support
- The Intern Experience
- The HMO Experience
- Application Process
- Q&A
- Tell us what you think about the session?

Alfred Health 2019 Intern Program

Susan Harrison

JMS Coordinator

Medical Workforce Unit

AlfredHealth



Intern Year 2019

56 Intern Positions

Clinical year dates:

14th January 2019 – 12th January 2020

5 Rotations:

- 4 x 10 weeks
- 1 x 12 weeks

** subject to change*

What hospitals do our Interns rotate to?

Alfred Hospital	(44 positions)
Caulfield Hospital	(6 positions)
Sandringham Hospital	(4 positions)
Calvary Health Care (Bethlehem)	(2 positions)

** rotations subject to change*

Rotations

MEDICINE - CORE	SURGERY - CORE	EMERGENCY - CORE	SPECIALITY - NON CORE
General Medicine - Alfred	General Surgery - Sandringham	Emergency - Alfred	Aged Care - Caulfield AC1
General Medicine - Caulfield	General Surgery (BES) - Alfred		Gastroenterology
General Medicine - Sandringham	General Surgery (CRS) - Alfred		Palliative Care - Bethlehem
	General Surgery (UGIS) - Alfred		Neuro-Palliative - Bethlehem
	Orthopaedics - Alfred		Psychiatry
	Urology - Alfred		Radiology
	Vascular - Alfred		Respiratory – Alfred
			Respiratory Transplant - Alfred
			Stroke - Alfred
			Trauma - Alfred
			Cardiology - Alfred

Rotation Allocation

56 lines each containing 5 rotations

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

Rank each line from 1 to 56, with 1 being most preferred

Allocated according to number of 1st preferences per line, rotation interests and any special circumstances

Swaps will be considered as long as 3 core rotations are undertaken

Annual Leave Entitlement & Allocation

Entitlement

- 5 weeks annual leave per year

Allocation

- 2 weeks during Alfred Emergency rotation, pre-allocated in rotation lines
- 3 weeks at end of clinical year
- Cannot be taken in any other rotation
- Swap dates within rotation with another Intern

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

Medical Education and Support

A/Prof Laila Rotstein
Director Clinical Training

Sarah Hill
Learning and Development Manager



AlfredHealth



Medical Education Team

Supports your learning, professional development and wellbeing



A/Prof Laila Rotstein
Director, Clinical Training



Dr Anna Korin
Supervisor, Intern Training



Dr Tony Kambourakis
Director, Medical Services

Mr Anthony Gibson
Medical Education
Coordinator



Miss Sarah Hill
Learning and Development
Manager

Alfred Junior Medical Staff - 2018

735 Total Junior Medical Staff

- 58 Interns
- 70 PGY2s
- 600+ HMO3s/Basic Physician Trainees/Registrars

Education

- ~200 teaching sessions
- ~540 hours of pre-vocational teaching



Orientation

Approach

- Interactive and practical

Content

- Hospital policies and procedures
- What to expect in clinical practice
- Skill refresher workshops
- Includes an after hours program
- Wellbeing sessions
- Work shadowing

Social

- Opportunity to get to know your peers
- Senior staff cocktail party
- Lunch with mentors



Education

Intern Education Program (weekly)

- Range of topics: medical, surgical, critical care, wellbeing

HMO Education Program

- After hours lectures
- Skills sessions

Other Education

- Clinical skills workshops and simulations
- Professional development sessions



Assessments & Feedback

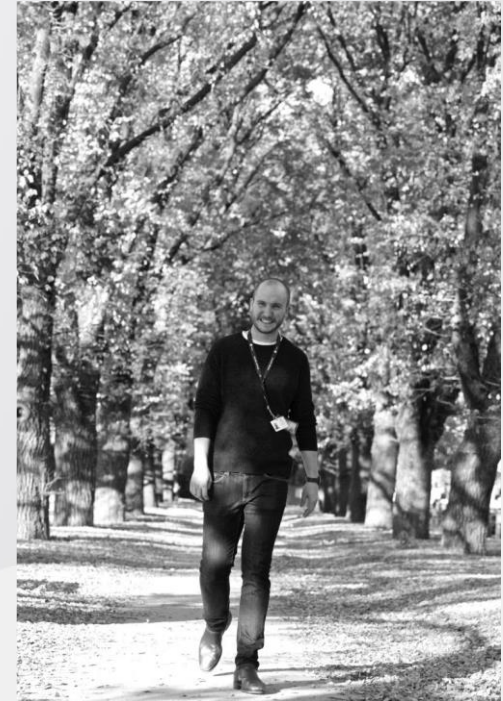
- Coordinate the provision of regular formal feedback from your supervisor
- Provide regular opportunities for you to provide feedback on:
 - Your unit experiences
 - Education
 - Wellbeing needs

Online Education: LEx Modules

- A Good Life: A Conversation Worth Having
- Aseptic Technique
- Basic Life Support
- Blood Transfusion
- Clinical Deterioration and Medical Emergency Response
- Clinical Handover
- Death Pronouncement
- Delivering safe and Effective Clinical Handover On Discharge
- Hand Hygiene
- Internal Emergency
- Medication Safety
- Nasogastric Tubes
- Our Responsibilities
- Preventing Falls
- Intern Orientation
- Quality, safety and risk management
- Radiation Safety

Wellbeing Support

- Internal support network
 - All supervisors, SIT & DCT
- Mentoring program
- Referrals to external supports
- Wellbeing fora
- Wellbeing needs survey
- Zero tolerance of bullying and harassment
- Have your say:
 - JMS Leadership Group
 - JMO Forum (PMCV; 5 per year)



The Individual Unit Supervisors

Supervisor position description:

- Unit orientation
- Feedback
- Critical incidents
- Junior doctor wellbeing

Supervisor programs

- TOTR (Teaching On The Run)
- Giving feedback

Beyond Internship at Alfred Health

Career counseling

Research opportunities

Teaching opportunities (via Monash undergraduate program for more senior years)

Career Pathways

Surgical:

- Surgical training: pre-SET
- SET:
 - General surgery
 - All specialties

Critical care:

- ICU
- Anaesthetics
- Emergency medicine

Physician:

- Basic and Advanced
- Advanced:
 - General Medicine
 - All specialties at the Alfred

Other:

- Psychiatry
- Radiation Oncology
- Rehabilitation Medicine
- General Practice

We encourage a culture of asking questions



Remember:

**Wherever you are & whatever you end up
doing, you'll be happy & fulfilled**

Very best wishes



Intern Experience

Dr Thushan Hettige

Intern

AlfredHealth



The Alfred – by a former Intern

Dr Maeve Barlow

HMO 2

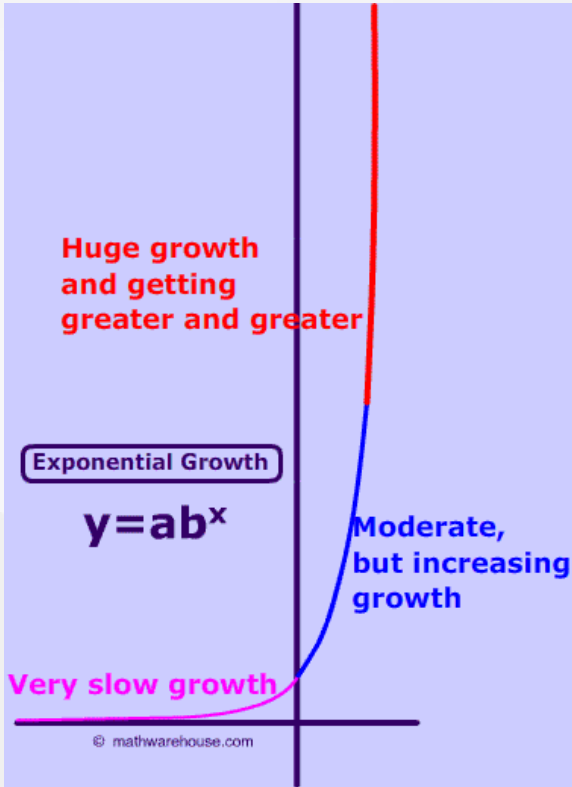
AlfredHealth



Your Intern Year

From med student...

... to putting your stamp of care on the patients



Learning from being an Intern

- How to balance and handle responsibility
 - Multiple masters, fitting into many hierarchies
- Communication and managing people
 - Develop rapport with many people very quickly
- Administrative goddess
- Motivation and a purpose
- Assertiveness
-Clinical acumen



What is it like working at the Alfred



What is it like working at the Alfred

- Great culture
- RMO Society
 - Weekly cake
 - Drinks/Social events
- Awesome co-workers and supportive seniors
 - Mentorship program
- Research Opportunities
- Training Pathways

My Career Pathway - Medical

- **Intern – undifferentiated/general exposure**
 - Aged Care, Gen Surg, Psychiatry, ED, Gen Med
- **HMO2: Three main streams at the Alfred:**
 - Medical – Start Basic Physician Training (3 years, exams in 3rd year)
 - Critical Care, Neurosurg, CTHR, Trauma etc
 - Surgical – Start studying Anatomy Diploma/GSSE
- **Why Medical?**
 - Still very open through Internship
 - Diagnostic challenges
 - Holistic medicine + social context

Transition from Intern to HMO

- You survived (!?!)
- 3 weeks of holidays → magical transformation
- Increased responsibility, decreased supervision
 - Rotation dependent
 - Osmosis is a thing

Nights

- N/A as an intern at the Alfred
- 3 months, week on/week off
- Things which you do:
 - Experience delirium in full force
 - Spend >\$1000 in general mishaps
- Things which help:
 - Vitamin D (high dose)
 - Exercise
 - Friends
 - Plans
 - Be kind to yourself



Intern Application & Selection Process

Preeti Yadav

Recruitment and Appointments Manager

Medical Workforce Unit

AlfredHealth



The Application Process

- Applications are now open
- You must apply to both the PMCV and Alfred Health
- Applications close 1st June
- Cover letter is not required – summary up to 200 words

[Apply now - Intern \(Group 1\)](#)

[Apply now - Intern \(Non Group 1\)](#)

Video Interviews

Shortlisted applicants will be invited to complete a video interview

- Interview invitations will be sent via email by 12 June 2018
- Interviews can be completed at a time and place that suits you
- On your computer, mobile or tablet device as long as you have a stable internet connection
- You can practise as many times as you like
- Interviews to be completed by 17 June 2018

Interview invitations include support resources:

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

The Selection Process

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

Each element is weighted to provide an overall applicant score

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 – careers website
- Prepare for the interview
- Familiarise yourself with the video interview system
- Practice

Get in contact

Send us an email: medicalrecruitment@alfred.org.au

Join our AMAZING team – Great Doctors. Great Care.



AlfredHealth