

# ALFRED HEALTH 2021 INTERN INFORMATION SESSION

# Welcome

**Dr Lee Hamley**  
*Chief Medical Officer*



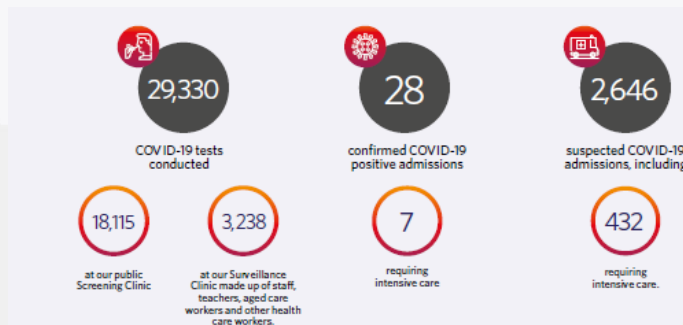
# ABOUT ALFRED HEALTH

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 15 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

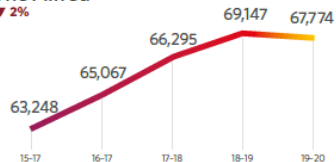


## Emergency presentations

110,601

### The Alfred

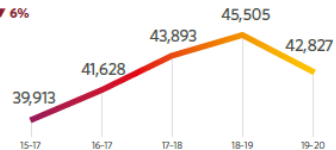
▼ 2%



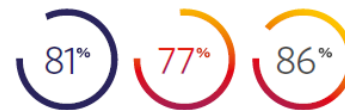
### Sandringham Hospital

Includes Sandringham Ambulatory Care Centre

▼ 6%



## NEAT - National emergency access targets



Target The Alfred Sandringham

Employees

9,872

Volunteers

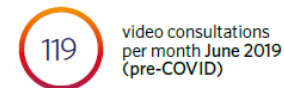
480

## Staff flu vaccination rates



2018 DHHS target Alfred Health 2019

## Telehealth



video consultations per month June 2020 (during COVID)

5,038

# SESSION OVERVIEW

- Intern program
- Rotations and career pathways
- Importance of health and wellbeing
- Medical education and training opportunities
- Application process
- Hear first hand experience from one of our current interns along with junior and senior medical staff from various specialities on how they feel about working with Alfred Health
- Opportunity to have your questions answered at the end

**AlfredHealth**

# 2022 Intern Year, Rotations & Pathways

**Mr Jonathan Oldham**

*Deputy Director Medical Workforce*



# Introducing our team

Jon Oldham – Deputy Director Medical Workforce

Zoe Hume – Program Relationship Lead

## Medical Workforce (MWU) Coordinators:

- David Cali
- Fiona Grey
- Amy Murray

## Responsibilities:

- General liaison and contact
- Allocations
- Leave
- Overtime
- Payroll
- Rostering





# Positions

- 60 positions available in 2022\*
- The Intern year is from 17/01/2022 – 15/01/2023
- Throughout your internship you will complete 5 rotations

Term	Start Date	End Date	No. of weeks
Term 1	17/01/2022	27/03/2022	10
Term 2	28/03/2022	05/06/2022	10
Term 3	06/06/2022	14/08/2022	10
Term 4	15/08/2022	23/10/2022	10
Term 5	24/10/2022	15/01/2023	12

*\*numbers are subject to change*

# Rotations

- 60 rotations available\*
- Rotations at The Alfred, Caulfield, Sandringham and Bethlehem Hospitals
- 88% of rotations based at The Alfred

Specialty Terms (non-core)	Core Surgical Terms	Core Medical Terms	Core Emergency Term
Alfred - Cardiology	Alfred - General Surgery Breast & Endocrine Surgery (BES)	Alfred - Gastroenterology	Alfred - Emergency
Alfred - Psychiatry	Alfred - General Surgery Colorectal Surgery (CRS)	Alfred - General Medical Unit	
Alfred - Radiology	Alfred - General Surgery HepatoPancreatoBiliary (HPB)	Alfred - Respiratory	
Alfred - Respiratory Transplant	Alfred - General Surgery Oesophago-Gastric and Bariatric Surgery (OGB)	Sandringham - General Medicine	
Alfred - Stroke	Alfred - Orthopaedics		
Alfred - Trauma Surgery	Alfred - Urology		
Bethlehem - Palliative Care	Alfred - Vascular Surgery		
Caulfield - Psychiatry	Sandringham - General Surgery		

*\*rotations and numbers are subject to change*

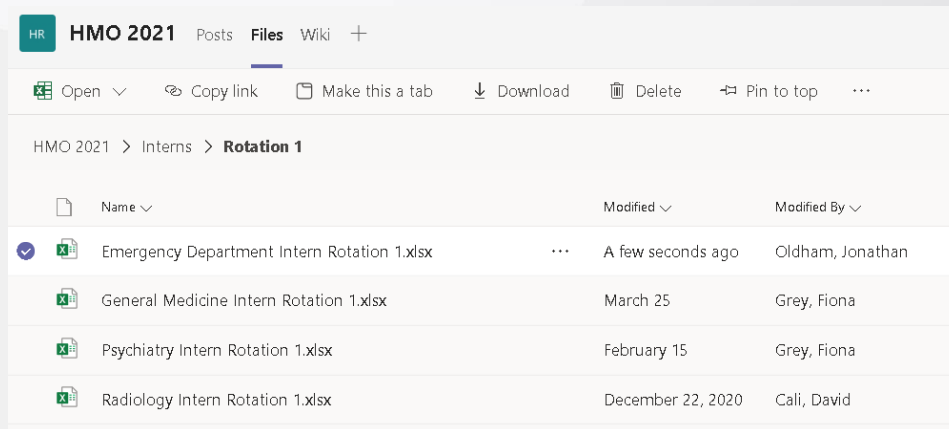
# Allocation of Rotations

- MWU construct a 60 line rotation matrix that incorporate the minimum internship requirements
- Terms are then grouped together based on career interests (including mixed lines)
- Interns rank each line from 1 – 60
- Allocations ranked on a ‘best fits all’ methodology
- Intern swaps are considered

Line number	Term 1: 11/01/2021 - 21/03/2021	Term 2: 22/03/2021 - 30/05/2021	Term 3: 31/05/2021 - 15/08/2021	Term 4: 16/08/2021 - 24/10/2021	Term 5: 25/10/2021 - 16/01/2022
1	Alfred - Emergency - No annual leave (in term 5)	Alfred - General Medical Unit	Alfred - General Surgery - BES	Alfred - Trauma Surgery	Alfred - Emergency - Annual Leave Wk 7&8
2	Alfred - Emergency - No annual leave (in term 5)	Alfred - General Medical Unit	Alfred - General Surgery - BES	Alfred - Trauma Surgery	Alfred - Emergency - Annual Leave Wk 9&10
3	Alfred - Emergency - No annual leave (in term 5)	Alfred - General Medical Unit	Alfred - General Surgery - CRS	Alfred - Trauma Surgery	Alfred - Emergency - Annual Leave Wk 9&10
4	Alfred - Emergency - No annual leave (in term 5)	Alfred - General Medical Unit	Alfred - General Surgery - CRS	Alfred - Cardiology	Alfred - Emergency - Annual Leave Wk 9&10
5	Alfred - Emergency - Annual Leave Wk 9&10	Sandringham - General Medicine	Alfred - General Surgery - HPB	Alfred - Psychiatry	Alfred - Respiratory
6	Alfred - General Surgery - BES	Alfred - Psychiatry	Alfred - Emergency - Annual Leave Wk 7&8	Alfred - General Medical Unit	Alfred - Gastroenterology
7	Alfred - General Surgery - BES	Alfred - Trauma Surgery	Alfred - Emergency - Annual Leave Wk 7&8	Alfred - General Medical Unit	Alfred - Orthopaedics
8	Alfred - General Surgery - CRS	Alfred - Trauma Surgery	Alfred - Emergency - Annual Leave Wk 7&8	Alfred - General Medical Unit	Alfred - Orthopaedics
9	Alfred - General Surgery - CRS	Alfred - Trauma Surgery	Alfred - Emergency - Annual Leave Wk 9&10	Alfred - General Medical Unit	Alfred - Urology
10	Alfred - General Surgery - HPB	Bethlehem - Palliative Care	Alfred - Emergency - Annual Leave Wk 9&10	Alfred - Respiratory	Alfred - General Medical Unit
11	Alfred - Gastroenterology	Alfred - General Surgery - BES	Alfred - Respiratory	Alfred - Emergency - Annual Leave Wk 5&6	Alfred - General Medical Unit
12	Alfred - Gastroenterology	Alfred - General Surgery - CRS	Alfred - Respiratory	Alfred - Emergency - Annual Leave Wk 7&8	Alfred - General Medical Unit
13	Alfred - Stroke	Alfred - General Surgery - CRS	Alfred - Respiratory Transplant	Alfred - Emergency - Annual Leave Wk 7&8	Alfred - General Medical Unit
14	Bethlehem - Palliative Care	Alfred - General Surgery - HPB	Alfred - Respiratory Transplant	Alfred - Emergency - Annual Leave Wk 7&8	Alfred - General Medical Unit
15	Alfred - General Medical Unit S	Alfred - General Surgery - HPB	Alfred - Radiology	Alfred - Emergency - Annual Leave Wk 9&10	Alfred - Gastroenterology

# Rosters

- Interns are generally rostered 76 hour fortnights
- No rostered night shifts
- Published two weeks prior to the commencement of each term on Microsoft Teams
- Email notification from MWU coordinator with administrative orientation
- We accept roster requests



The screenshot shows a Microsoft Teams interface for a channel named 'HMO 2021'. The 'Files' tab is active, displaying a list of files. The breadcrumb navigation shows 'HMO 2021 > Interns > Rotation 1'. The file list has columns for Name, Modified, and Modified By. The first file, 'Emergency Department Intern Rotation 1.xlsx', is selected with a blue checkmark. Other files include 'General Medicine Intern Rotation 1.xlsx', 'Psychiatry Intern Rotation 1.xlsx', and 'Radiology Intern Rotation 1.xlsx'.

Name	Modified	Modified By
Emergency Department Intern Rotation 1.xlsx	A few seconds ago	Oldham, Jonathan
General Medicine Intern Rotation 1.xlsx	March 25	Grey, Fiona
Psychiatry Intern Rotation 1.xlsx	February 15	Grey, Fiona
Radiology Intern Rotation 1.xlsx	December 22, 2020	Cali, David

# Annual Leave

- Interns are allocated 5 weeks of annual leave per annum
  - 2 weeks within Alfred Emergency Department term (requested via allocations process)
  - 3 weeks between the end of Intern year and commencement of HMO year



# Intern Health & Wellbeing

**Dr Anna Korin**

*Supervisor Intern Training (SIT)*



# Intern Health & Wellbeing

**A caring environment that takes pride in its trainees**

**Wellbeing resources, internal and external support networks**

**Mentoring program**

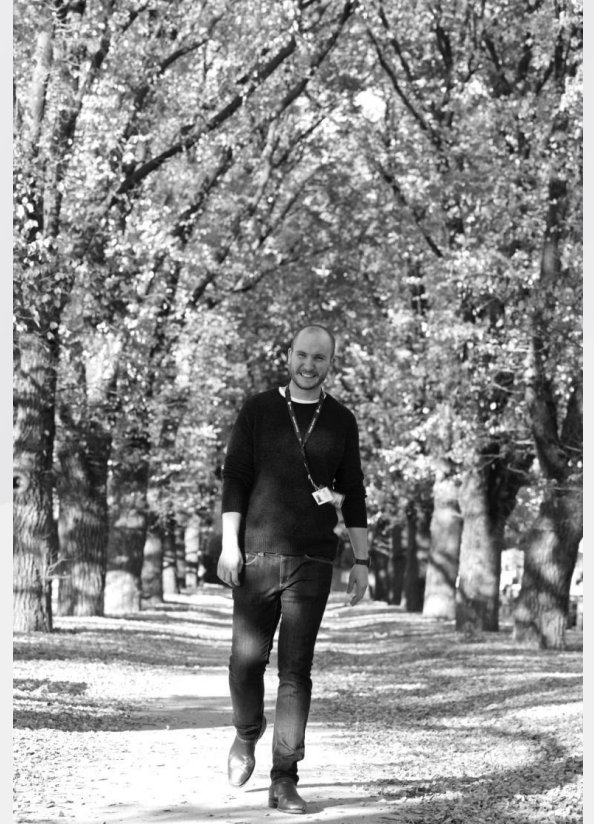
- All Interns are assigned a consultant mentor

**Wellbeing sessions**

**Zero tolerance of bullying and harassment**

**Have your say**

- JMS Advisory Committee
- JMO Forum (PMCV)
- PHEEM survey



# Junior Medical Staff Education

**A/Prof Laila Rotstein**

*Director Clinical Training*

&

*Co-Director of Physician*

*Education, Bayside-Peninsula Consortium*

**Ms Sarah Hill**

*Learning & Development Manager*





# 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

Jack Sayer - Administrative Support

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.

# Medical Education

## Orientation Program

## Weekly Intern Education Program

## Clinical skills workshops and simulation

## After hours lectures

## Online learning modules

- Mandatory
- Recommended/General

## Other Educational Opportunities

- Each unit has its own education program

## Feedback

- Regular formal feedback from your supervisor
- Supervisors are well supported to best support you

# Beyond Internship @ Alfred Health

- Career counseling
- Career Pathways/Progression
- Research opportunities
- Teaching opportunities

# Career Pathways



.....wherever & whatever you end up doing,  
we will be supportive

# Physician Training (basic & advanced)

- Exam preparation (recent 100% success rate in written & clinical exams)
- External course
- Advanced training – General Medicine & all specialties at Alfred

# The Intern Experience

**Dr Jessica Au**

*Intern, Alfred Health*



theAlfred



Caulfield  
HOSPITAL



Sandringham  
HOSPITAL



MSHC  
MELBOURNE SEXUAL HEALTH CENTRE



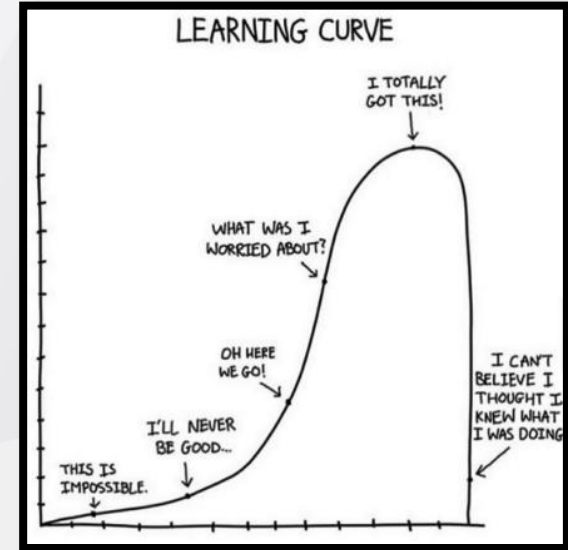
# Why I chose Alfred Health?

- Intern rotations offered
- Comprehensive education program
- Supportive team culture
- Mentor program
- Research opportunities
- Further training (BPT, Pre-SET, Critical Care)



# My Internship Experience

- Steep learning curve
- Practical skills – knee aspirate, plaster casts, suturing, surgical assisting
- Amazing team culture amongst interns
- The intern role & prioritizing jobs
- Health & wellbeing





# Internship Application – My Advice



PREPARE EARLY



WHY THE ALFRED?



COVER LETTER  
SHOULD BRING OUT  
YOUR PERSONALITY



CV SHOULD  
HIGHLIGHT YOUR  
CONTRIBUTIONS

# Medical Pathway

**Dr Georgie Midgley**

*Registrar – BPT3 Medical*



# Why I chose Alfred Health beyond Internship?

- Broad Clinical Experience
  - Unique, sub-specialty exposure
  - Good 'bread and butter' medicine
- Strong culture of support and teaching on the wards
- Alfred BPT Training Program
  - 100% Pass rate for both Written and Clinical this year (despite COVID!)



# Surgical Pathway

**Ms Susan Liew**

*Director Orthopaedic Surgery (Alfred)*



# Critical Care Pathway

**Dr Li Tan**

*Full Time Specialist – Intensive Care  
Supervisor of Training*



# Who we are

# What we do



# Psychiatry Pathway

**Dr Leo Chen**

*Director of Post Graduate Training in Psychiatry  
- Alfred Mental and Addiction Health*



# Why Experience in Psychiatry is Crucial?

Transferrable Clinical Skills

Communication and Empathy

Familiarity with mental health system and providers



# Opportunities

## 6 Intern positions\*

### Your intern psychiatry rotation will provide:

Comprehensive mental health service and psychiatry training

- Adult – hospital & community
- Old age
- Consultation/Liaison and Emergency
- Child & Adolescent
- External rotations (private, forensic, womens mental health)
- Academic/research networks

Extensive focus on workforce training and development

- ~50 psychiatry trainees

\*Subject to change

# What sets us apart?

Best training program

Consistently high exam pass rates

Support and supervision – formal and informal

Diversity of training experiences

Specialty areas: CL, HIV, transplant, Headspace, women's mental health, neuropsychiatry

# The Application Process

Mrs Preeti Yadav

*Recruitment & Workforce Manager*



# Introducing our team

Preeti Yadav - Recruitment and Workforce Manager

Voula Tighe - Senior Recruitment and Planning Specialist, Junior Medical

Samantha Thomas - Recruitment Specialist, Junior & Senior Medical

Sonali Ingham - Recruitment Specialist, Senior Medical

Amy Tran - Recruitment Administrator

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.

# The Application Process

- You must apply to both the PMCV and Alfred Health
- Apply to Alfred Health via our careers website using one of the following categories that is applicable to you:

Apply now – Intern (Group 1)

Apply now – Intern (Non Group 1)

## Key Dates

3 June 2021	Applications Close
4 - 6 June 2021	PMCV APS Interview
<i>TBC</i>	<i>Supplementary Alfred Health Interview (for some applicants may be required)</i>
12 July 2021	Group 1 - PMCV match results
<i>TBC</i>	Group 2 - PMCV match results
17 January 2022	Start Date

# Our Online Application

**Hi Preeti, to apply please complete these steps**

---

**!** **Application documents**

Attach your resume (required)

Attach your cover letter (optional) [Write it or upload >](#)

---

**!** **Personal information**

---

**!** **Work availability**

---

**!** **Profile review**

---

**!** **Application questions**

---

To submit, please make sure all sections are ticked

# Our Online Application

- **Personal information** - standard questions about you
  - **Work availability** - generic questions around as availability, type of employment, salary, working hours (cannot be disabled)
- Select any response to these to proceed to the next section

The screenshot displays a web form titled "What is your availability?". The form is divided into several sections with radio and checkbox options. A sidebar on the right indicates the current step is "Work availability".

**What is your availability?**

Available now  Available soon  Open to offers  Not looking

**How soon could you start? (e.g. Notice Period)** Available from this date (Optional)

Now  - Month  Day  Year

**What type of work are you looking for?**

Any  Full time  Part time  Casual  Contract/Temp  Volunteer

**Preferred working days**

Weekdays  Weekends  I'm flexible

**Preferred working hours**

Office hours  Mornings  Afternoons  Evenings/Nights

**Minimum hours per week (Optional)**

**Maximum hours per week (Optional)**

**Desired salary/remuneration:**

Currency:  AUS Australian Dollar

Total annual salary:  AUS 11,000

Base rate (Optional):  AUS per hour

**What are your travel preferences?**

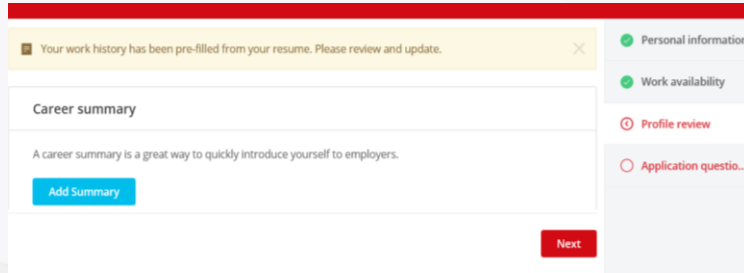
Any  Local commute  Work from home  FIFO/DIDO  International

**Navigation sidebar:**

- Personal information
- Work availability
- Profile review
- Application question...

# Our Online Application

- **Profile review** - not required. Please click the 'next' button



The screenshot shows a web interface for an online application. At the top, a yellow notification box states: "Your work history has been pre-filled from your resume. Please review and update." Below this is a "Career summary" section with a text area containing the text: "A career summary is a great way to quickly introduce yourself to employers." and a blue "Add Summary" button. To the right is a vertical navigation menu with four items: "Personal information" (checked), "Work availability" (checked), "Profile review" (selected with a red circle), and "Application question..." (not selected). A red "Next" button is located at the bottom right of the main content area.

- **Application questions** - you must respond to all questions in this section



The screenshot shows a web interface for an online application. The main content area is titled "Computer Match Eligibility" and contains the question: "Are you eligible for the PMCV Computer Match? \*". Below the question are two radio button options: "No" and "Yes". To the right is a vertical navigation menu with four items: "Personal information" (checked), "Work availability" (checked), "Profile review" (checked), and "Application question..." (selected with a red circle).

You will also be required to provide a summary of up to 200 words



# The Selection Process

**Each of the elements below are weighted to provide an overall applicant score:**

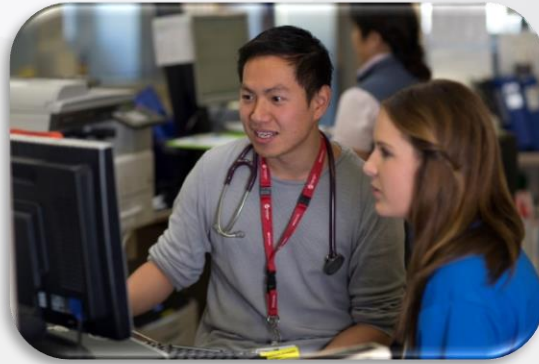
- Alfred Health Online Application
- CV
- Video Interviews
- References (*where possible a senior consultant & clinical dean should be used as referees*)

**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

# The Interview Process

- All applicants will complete a PMCV APS Interview from **4 – 6 June 2021**.
- Please visit the PMCV website for further details regarding these interviews.
- A subsequent Alfred Health video interview request may be sent out from **11 June 2021**, if required.
- If you are invited, you will receive an email with detailed instructions and tips on how to complete your video interview.



# Key Tips

- Don't rush through your application, read the questions well prior to submitting.
- Incomplete applications can be saved and returned to at a later date for completion.
- Once your application has been submitted, you cannot amend.
- Research about Alfred Health, visit our careers website.
- Prepare for the interview that you will complete through the PMCV and Alfred Health.
- Familiarise yourself with the video interview system.
- Ensure your application is submitted no later than **3 June 2021**.

**We look forward to receiving your application!**

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



# Question & Answer



**A/Prof Laila Rotstein** - *Director Clinical Training*

**Dr Anna Korin** - *Supervisor Intern Training (SIT)*

**Mr Jonathan Oldham** - *Deputy Director Medical Workforce*

**Ms Voula Tighe** - *Senior Recruitment & Planning Specialist*

**Mrs Preeti Yadav** - *Recruitment & Workforce Manager*  
(Moderator)



*Thank you for joining us today  
and good luck!*

