

ALFRED HEALTH 2023 INTERN INFORMATION SESSION

Introduction & Session Overview

Miss Samantha Thomas

Recruitment Specialist, Medical Workforce



SESSION OVERVIEW

- Welcome
- Alfred Health COVID Response
- 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
- Q & A Session
 - Medical Workforce – Recruitment/Rotations
 - Education & Wellbeing

Virtual Discussion – Stream Specific

At the conclusion of the live session, please join the virtual discussion for your preferred stream by using the link you have received. The links are also posted in our Q&A chat.

The virtual discussions we have available are:

- Surgical Stream
- Critical Care Stream
- Medical Stream
- Psychiatry Stream

Welcome

Dr Lee Hamley
Chief Medical Officer



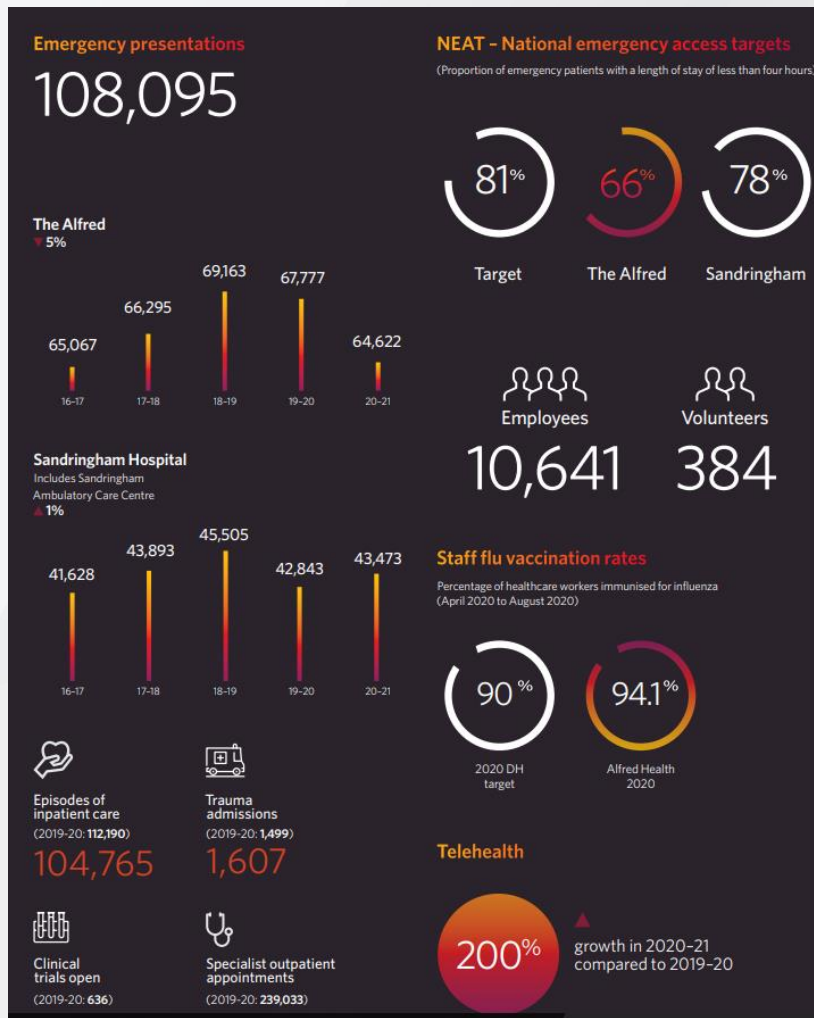
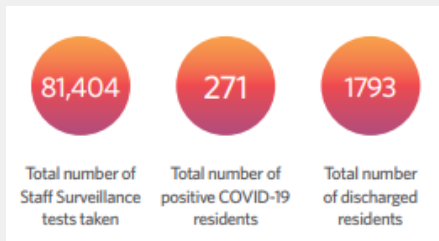
ABOUT ALFRED HEALTH

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



Alfred Health

COVID Response

A/Prof Andrew Stewardson
Infectious Diseases Physician



2023 Intern Year, Rotations & Pathways

Mr Jonathan Oldham

Deputy Director Medical Workforce



Introducing our team

Jon Oldham – Deputy Director Medical Workforce

Fatima El Souki – Operations Manager

Medical Workforce (MWU) Rosters and Operations Specialists:

- Amy Murray Brooks
- Catherine Cavallo
- Fiona Grey
- Natalie Fraraccio

Responsibilities:

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



Positions

- 60 positions available in 2023*
- The Intern year is from 16/01/2023 – 14/01/2024
- Throughout your internship you will complete 5 rotations

Term	Start Date	End Date	No. of weeks
Term 1	16/01/2023	26/03/2023	10
Term 2	27/03/2023	04/06/2023	10
Term 3	05/06/2023	13/08/2023	10
Term 4	14/08/2023	22/10/2023	10
Term 5	23/10/2023	14/01/2024	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		

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 \$	Alfred - General Surgery - HPB	Alfred - Radiology	Alfred - Emergency - Annual Leave Wk 9&10	Alfred - Gastroenterology

Progression of Training – PGY2+

PGY2 Critical Care (12 positions in 2022)	PGY2 Medical (40 positions in 2022)	PGY2 Surgical (28 positions in 2022)
Acquired Brain Injury (ABI) & Rehab Anaesthetics Cardiothoracic Surgery Emergency Department Intensive Care Unit Neurosurgery Trauma Surgery	Aged Care Acquired Brain Injury (ABI) & Rehab Cardiology Emergency Department Endocrinology Haematology Infectious Diseases Neurology Psychiatry Radiation Oncology Renal Respiratory	Burns Cardiothoracic Surgery Emergency Department ENT Faciomaxillary Surgery Neurosurgery Ophthalmology Orthopaedic Surgery Plastic Surgery Trauma Surgery Urology Vascular Surgery

Rotations and positions available are subject to change

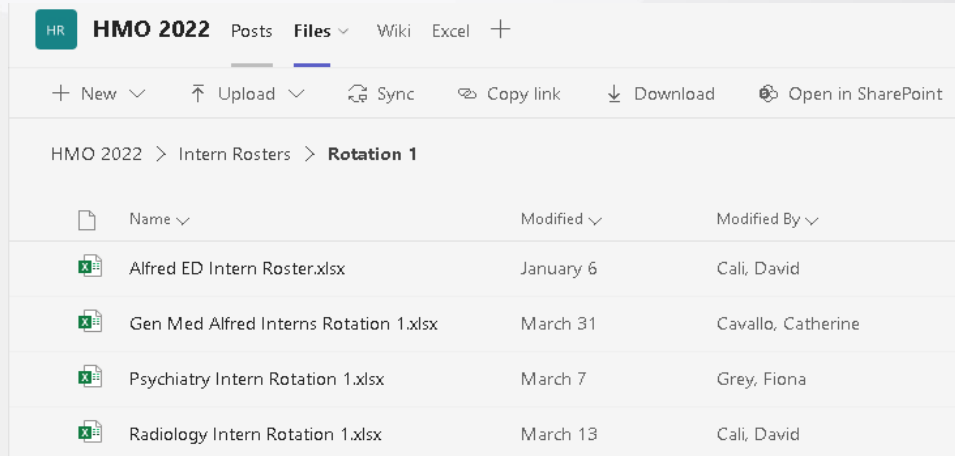
Progression of Training – PGY3+

<p>PGY3 Critical Care <i>(26 positions in 2022)</i></p> <p>Anaesthetics Emergency Department General Medicine Intensive Care Unit Trauma Surgery</p>	<p>BPT2 + BPT3 <i>(70 BPTs total in 2022)</i></p> <p>Aged Care Cardiology Gastroenterology General Medicine Unit Haematology Infectious Diseases Intensive Care Unit Medical Oncology Neurology Nights (Caulfield) Palliative Care Renal Respiratory Rheumatology</p> <p>External rotations in general medicine</p>	<p>PGY3 Surgical + Unaccredited <i>(37 PGY3 + 14 unaccredited positions in 2022)</i></p> <p>Cardiothoracic Surgery Emergency Department ENT General Surgery: BES, CRS, HPB & OGB Intensive Care Unit Neurosurgery Orthopaedic Surgery Plastic Surgery Urology Vascular Surgery Trauma Surgery Urology Vascular Surgery</p> <p>External rotations in general surgery & orthopaedic surgery</p>
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Rotations and positions available are subject to change

Rosters

- No rostered night shifts
- Published two weeks prior to the commencement of each term on Microsoft Teams
- Email notification from MWU Roster and Operations Specialist with administrative orientation
- We accept roster requests



The screenshot shows a Microsoft Teams interface for a channel named 'HMO 2022'. The 'Files' tab is active, displaying a list of files. The breadcrumb path is 'HMO 2022 > Intern Rosters > Rotation 1'. The table below lists four Excel files with their names, modification dates, and the users who modified them.

Name	Modified	Modified By
Alfred ED Intern Roster.xlsx	January 6	Cali, David
Gen Med Alfred Interns Rotation 1.xlsx	March 31	Cavallo, Catherine
Psychiatry Intern Rotation 1.xlsx	March 7	Grey, Fiona
Radiology Intern Rotation 1.xlsx	March 13	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



AlfredHealth

Junior Medical Staff Education

Ms Sarah Hill

Learning & Development Manager



theAlfred



Caulfield
HOSPITAL



Sandringham
HOSPITAL



MSHC
MELBOURNE SEXUAL HEALTH CENTRE

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

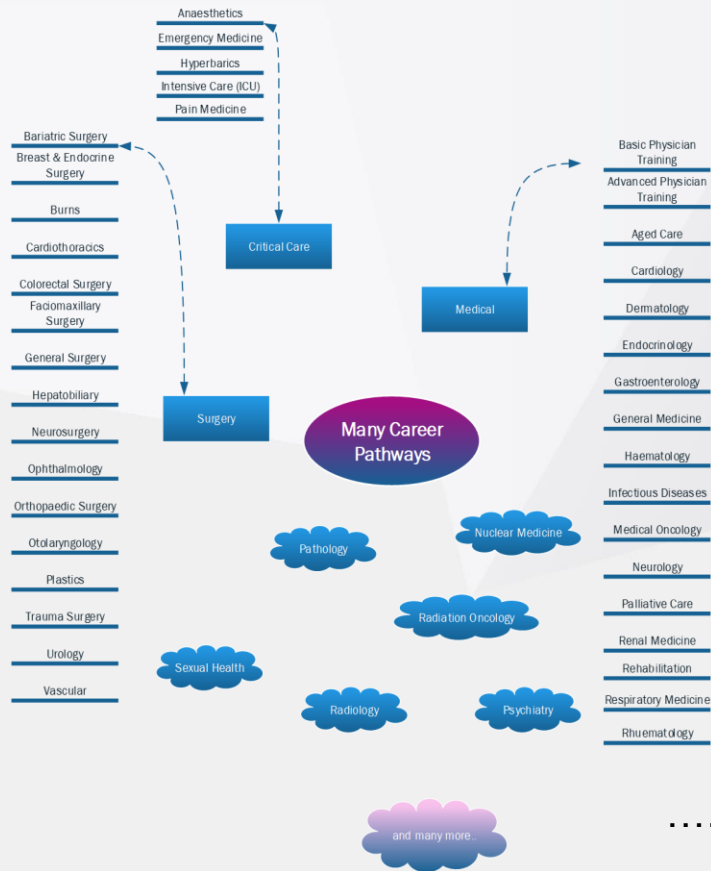
Feedback

- 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

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

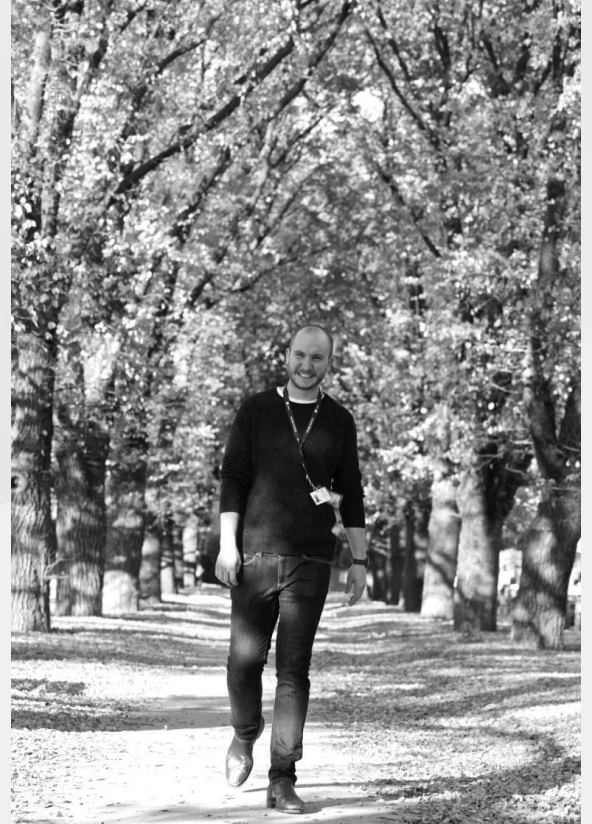
- All Interns are assigned a consultant mentor

Wellbeing sessions

Zero tolerance of bullying and harassment

Have your say

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



The Intern Experience

Dr Alan Xue

Intern



Registrar Experience

Dr Sophia Gogos

Unaccredited Orthopaedic Registrar



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Caulfield
HOSPITAL



Sandringham
HOSPITAL



MSHC
MELBOURNE SEXUAL HEALTH CENTRE

Why Alfred?

- Culture
- Opportunities & Growth
- Research
- Tertiary trauma centre



ntri national trauma
research institute



My Journey

Breast & Endocrine Surgery
General Medicine (Alfred)
Orthopaedic Surgery (Alfred)
Alfred Trauma Service*
ED (Alfred)

Orthopaedic Surgery (Alfred)
Nights/Relieving
Orthopaedic Surgery (Sandringham)
ED (Sandringham)**

Unaccredited
Orthopaedic Surgery
Registrar (Alfred)



Internship
2020

PGY2
2021

PGY3
2022

*Changed from Aged Care (Caulfield) due to COVID restrictions

**Redeployed from Orthopaedics (Alfred) due to COVID

Medical Pathway

A/Prof Anne Powell

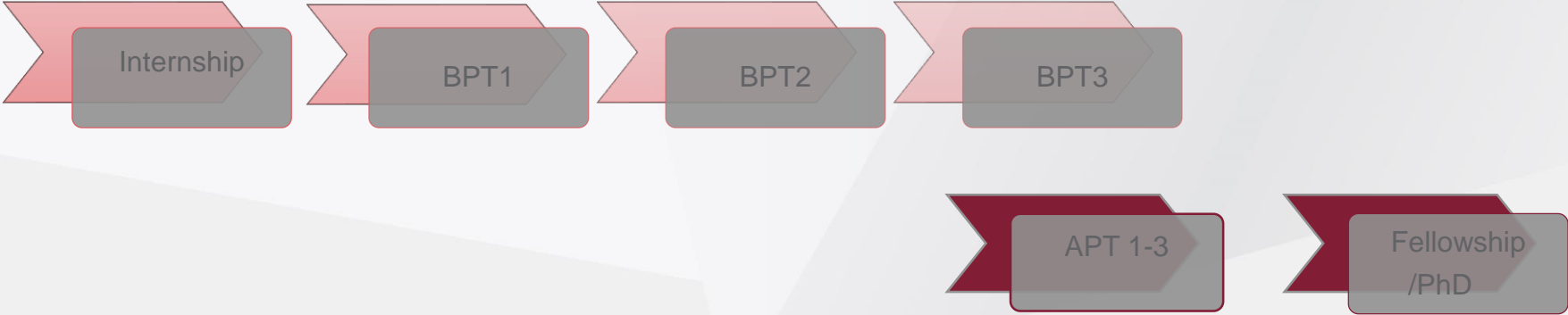
Training Program Director,

Physician Education



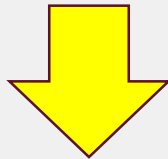
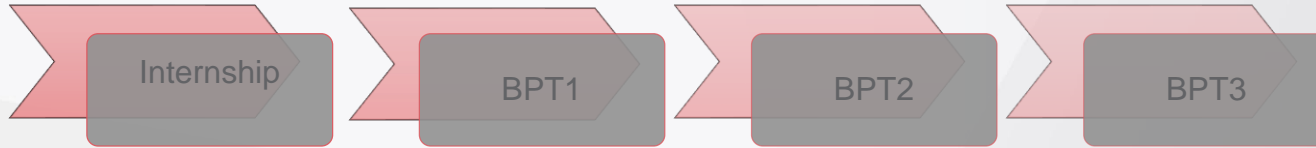
Physician Training @ Alfred Health

Overview



Physician Training @ Alfred Health

- General practice
- Paediatrics
- Dermatology
- Medical administration
- Psychiatry
- Critical care**
- Radiation Oncology
- Emergency Medicine**



- Cardiology
- Respiratory & Sleep
- Gastroenterology
- Neurology
- Haematology
- Geriatric Medicine
- Rheumatology
- Infectious diseases
- Endocrinology
- Oncology
- Palliative care
- Nephrology
- General & Acute Care Medicine
- Clinical pharmacology
- Addiction medicine
- Immunology & Allergy
- Nuclear Medicine

Physician Training @ Alfred Health

Training opportunities

General aspects

- Educational supervisor/mentor (linked to area of interest)
- Advanced life support course
- Research opportunities within area of interest

BPT1

- Weekly education sessions
- Research training opportunities

BPT2

- Written examination preparation course and online modules
- Trial examination papers and feedback
- 2 weeks conference leave to attend written examination course

BPT3

- Wednesday afternoon dedicated training time
- Program of short and long cases
- Consistently high pass mark in examination results
- Consistently high rates of success in obtaining desired APT training program in first year

https://www.physicaleducation.org.au/course/view.php?id=3

theAlfred **Physician Education** HOME NEWS EDUCATION RESEARCH FACULTY CONTACT US

address at the next webinar.

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Mark as done

Introduction to the Short Case

Cardiology & Respiratory

Abdominal Exam

Rheumatology Exam

Neurology Exam

Additional Short Cases

theAlfred MONASH UNIVERSITY MONASH CENTRAL CLINICAL SCHOOL

https://www.consortiumbp.org.au/moodle/course/view.php?id=65

B-P Consortium

- > 2021 MCQR
- > 2021MCQ
- > 2020Clin
- > Courses
 - > WE22-23
 - > Participants
 - > Badges
 - > Competencies
 - > Grades
 - > General
 - > Written Exam Resources
 - > Trial Exam feedback
 - > Cardiology
 - > Respiratory
 - > Neurology & Neuroanatomy
 - > Renal
 - > Clinical Pharmacology
 - > Genetics
 - > Immunology
 - > Statistics
 - > Haematology
 - > Rheumatology
 - > Endocrinology
 - > Medical Oncology
 - > Gastroenterology
 - > Infectious Diseases
 - > Geriatrics
 - > Dermatology

Written Exam Resources

Trial Exam feedback

Cardiology

Respiratory

Neurology & Neuroanatomy

Renal

Clinical Pharmacology

Genetics

Immunology

Statistics

Haematology

Rheumatology

Endocrinology

Medical Oncology

Gastroenterology

https://www.consortiumbp.org.au

Bayside-Peninsula Consortium

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BPT login

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Search

Bayside-Peninsula Consortium

The Bayside-Peninsula Consortium's primary objectives are to provide the highest quality support, training and mentoring to all basic physician trainees across its constituent hospitals whilst ensuring equity in workforce distribution. The Directors of Physician Education and all Consortium teaching staff share a deep commitment to ensuring that trainees are supported, encouraged, guided and given optimal preparation through a first class educational program combining formal instruction, on-the-job training and professional mentorship, as preparation for the Part 1 Fellowship examination of the Royal Australasian College of Physicians.

The Bayside-Peninsula Consortium prides itself in the achievements of its Basic Physician Trainees that goes beyond exam success.

- Unique training experiences throughout inner & outer metropolitan and regional health services
- Extensive training program and support for all Consortium trainees
- Exceptional training outcomes
- Supportive and friendly environment with an educational focus and dedicated senior medical staff



AlfredHealth

Surgical Pathway

Mr Andrew Packiyanathan

Pre SET Supervisor



theAlfred



Caulfield
HOSPITAL



Sandringham
HOSPITAL



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Critical Care Pathway

Dr Matthew Richardson

*Supervisor of Training Anaesthetics,
Consultant Anaesthetist*



Psychiatry Pathway

Dr Phoebe Gao

Consultant Psychiatrist

Alfred Mental and Addiction Health



The Application Process

Miss Samantha Thomas

Recruitment Specialist, Medical Workforce



Introducing our team

Preeti Yadav - Recruitment and Workforce Services Manager

Maddie Streader - Recruitment 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

9 June 2022	Applications Close
10 – 12 June 2022	PMCV APS Interview
TBC	<i>Supplementary Alfred Health Interview (for some applicants may be required)</i>
20 July 2022	Group 1 - PMCV match results
TBC	Group 2 - PMCV match results
16 January 2023	Start Date

Our Online Application

Hi Preeti, to apply please complete these steps

! **Application documents** Upload

Attach your resume (required)

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

! **Personal information** Edit

! **Work availability** Edit

! **Profile review** Edit

! **Application questions** Edit

To submit, please make sure all sections are ticked Submit application

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?

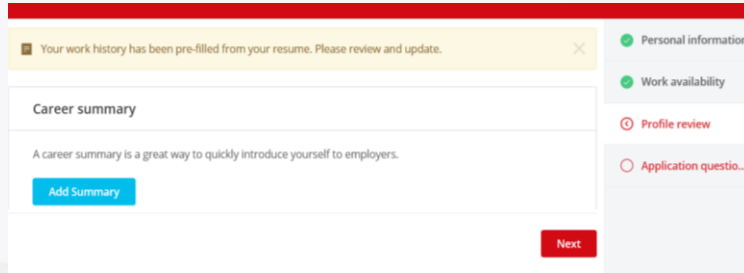
Any Local commute Work from home FIFO/DIDO International

Navigation sidebar:

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

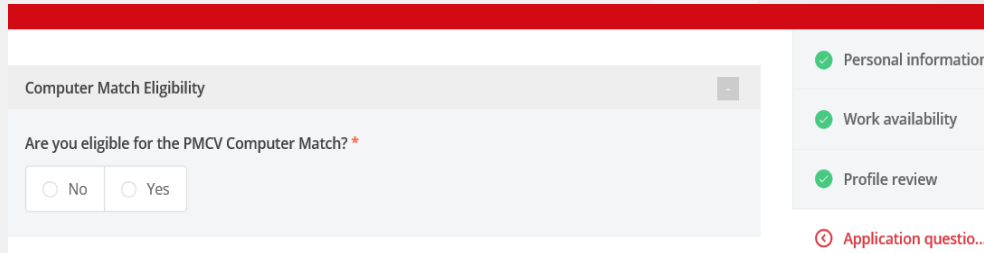
Our Online Application

- **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:

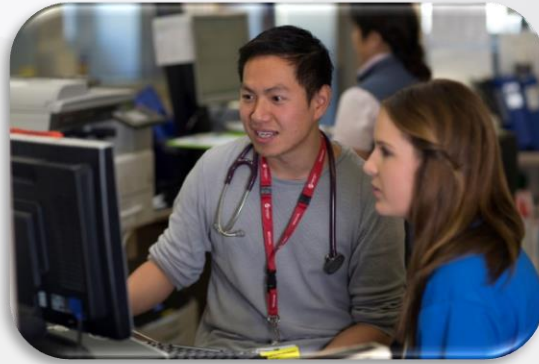
- Alfred Health Online Application
- CV
- Video Interviews
- References (*where possible a senior consultant & clinical dean should be used as referees*)

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 **10 – 12 June 2022**.
- Please visit the PMCV website for further details regarding these interviews.
- A subsequent Alfred Health video interview request may be sent out from **15 June 2022**, 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 **09 June 2022**.

We look forward to receiving your application!

Question & Answer



Mr Jonathan Oldham - *Deputy Director Medical Workforce*

Miss Samantha Thomas - *Recruitment Specialist*

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

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



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



Thank you for joining us today and good luck!