



SOUTH AUSTRALIAN
MEDICAL EDUCATION & TRAINING

A Report on the Junior Doctor Allocations in South Australia

for positions commencing in 2016

2016

Recruitment and Allocation
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EXECUTIVE SUMMARY

The South Australian Medical Education and Training (SA MET) Unit continues to administer the centralised application, allocation and offer systems for intern (Postgraduate Year 1) and Postgraduate Year 2+ (PGY2+, Resident Medical Officer) positions in South Australia. This report provides an overview of statistical data for the 2015 allocations (for the 2016 training year).

Intern application, allocation and offer system

South Australia, in 2015 (for the 2016 medical internship year), received 650 eligible medical graduate applications for a total of 250 intern positions. These positions were allocated to medical graduates according to agreed categories which continue to give priority to local Commonwealth supported graduates. For the 2016 clinical year, South Australia's intern positions were filled by 233 local graduates (local and internationals) and 17 interstate applicants.

Intern rotation, data collection and analysis

A secondary data collection was undertaken during the intern application process to obtain information about preferred rotations and career pathways from applicants who accepted a position. This information is useful to Local Health Networks (LHNs) for rostering, career planning and assists with future medical workforce and education planning in South Australia.

PGY2+ application, allocation and offer system

South Australia, in 2015 (for the 2016 medical training year), received 682 eligible applications for 419 PGY2+ positions, which are located in South Australia's LHNs. These positions were offered to applicants using a merit-based process that takes into consideration applicant position preferences, referee reports, interviews (if required) and ranking by the position coordinators and recruiters. This recruitment process resulted in 390 positions being filled, across 16 position types, via the SA MET Unit centralised matching and offers process.

To assist position coordinators with employee selection, 1,866 referees were nominated by applicants with 90% of these referees completing referee reports. Applicants were required to nominate a minimum of two referees, but could nominate up to three referees.

It is important to note that outside of this centralised PGY2+ application process some PGY2+ positions are filled directly by LHNs such as positions in emergency medicine and advanced training.

SA Health's eRecruitment application system

The intern and PGY2+ applications were transitioned to SA Health's eRecruitment system in 2015, for the 2016 training year. This transition did not affect the methods of shortlisting and allocating successful candidates to positions.

The transition was successful largely due to the input of all stakeholders. During the transition some areas were identified to further enhance the efficiencies of these recruitment processes, such as better tracking of completed referee reports.

As a result of the transition the SA MET Unit was able to retire its bespoke job application system.

INTERNS

Applications for intern positions in South Australia were received online through www.sahealthcareers.com.au. Interns are matched to positions using a formula that considers the applicant's residency status, medical graduates, LHN preferences (preferred place of work) and the number of available intern positions. When the number of applicants for a LHN exceeds the number of available intern positions, then a randomisation formula is used to allocate applicants to intern positions. Offers are made in order of applicant category (Appendix A).

All matched applicants are allocated to a LHN. This model provides a greater choice of clinical rotations and allows position coordinators to match staffing demands, supervision, service requirements and training opportunities.

Applications

Applications for 2016 medical internships in South Australia opened on Friday 8 May 2015 and closed on Friday, 5 June 2015. The application closing date and the first round allocation date were agreed to by all Australian jurisdictions.

Applicants were required to provide personal and contact information, residency status and demographic data, upload requested documentation and rank their preferred LHNs in order of preference. All applications were manually reviewed, cross-checked and verified by SA MET Unit staff to ensure that the eligibility criteria (Appendix A) had been met and applicants were categorised correctly. Applicants who did not meet the eligibility criteria were marked as ineligible, provided with an explanation for their ineligibility and excluded from the allocation.

A total of 755 applications were commenced with 720 of these submitted by the specified closing date. Following the verification process, 650 applicants were determined to have completed their application and met the eligibility criteria.

Ineligible/Incomplete applications

A total of 105 applications were deemed to be incomplete or did not meet the eligibility criteria. Thirty five applications did not pass the mandatory components and as such the application system identified them as ineligible. Nine applications, which were submitted, were assessed as not meeting the application criteria during the validation process. A further 61 applications were commenced but were not submitted.

Ineligible/incomplete applications were excluded from the allocation. Where there was any doubt regarding an applicant's eligibility, the applicant was provided with an opportunity to provide supporting evidence prior to being determined as ineligible.

English language requirements

In July 2015, the Medical Board of Australia updated its registration standard for English language skills. To be eligible for internship applicants were required to demonstrate that they could meet this standard. These new standards were applied to all applications for internship.

Allocation Method

Eligible applicants were allocated to available intern positions using a formula that takes into consideration:

- > intern category (Appendix A);
- > applicants' LHN preferences; and
- > number of available positions at each LHN (Appendix C, Table 1).

Applicants are matched to their highest preference if there are positions available. Some LHNs receive more first place preferences than available positions, in these cases a randomisation formula was used to determine which applicants are offered positions.

The randomisation formula randomly lists eligible applicants from the relevant intern category. The order of this list is used to allocate individuals to their highest preference training LHN until all available positions at that LHN have been filled. When applicants decline an offer this process is repeated.

Notifications to successful applicants are sent by email, with applicants required to respond online within a specified timeframe. If a position is declined, that position will be reallocated to an applicant who has not yet received an offer of an intern position in South Australia.

Quality Assurance

Prior to initial offers being made, a comprehensive quality assurance analysis was undertaken to validate the allocation process. This showed that:

- > all offers were made to applicants who met the eligibility criteria;
- > published category groups were adhered to; and
- > the randomisation formula outcomes, where required, had no significant association between applicant surname, application submission date or application validation/verification date and allocation outcome.

Allocation data

In South Australia, for the 2016 intern year, there were 250 intern positions available. A total of 381 offers were made. Of these offers, 211 Commonwealth supported graduates from South Australian medical schools, four full fee paying graduates from South Australian medical schools, 17 Commonwealth supported graduates from interstate medical schools, and 18 international graduates from South Australian medical schools accepted offers of internship in SA. Further data is available for review in Appendix C.

First preference allocation

An analysis of the number of applicants in each category who received their first preference was undertaken. Eighty-two percent of medical graduates who accepted an offer of internship in South Australia received their first preference and this was an increase from 2015, where 80% accepted an offer for their first preference. Eight percent of medical graduates accepted an offer for their second preference compared to 15% the previous year and 7% of medical graduates accepted an offer for their third preference compared to 5% the previous year.

Three percent of medical graduates accepted an offer for their fourth preference. In 2015, no offers were made for fourth preferences (Appendix C, Table 3).

South Australian International Medical Graduates

South Australia received 37 applications from South Australian international medical graduates. Eighteen international medical graduates from South Australian medical schools accepted an offer for positions starting in 2016 (Table 2). Seven international South Australian medical graduates declined an intern position offer in South Australia, or did not accept in the specified timeframe and so were automatically declined, and two accepted an intern position offer in South Australia later withdrawing from that offer. Eight applicants accepted an offer interstate and two did not receive an offer.

Rotation selection

Rotation information is collected and provided to medical administrative staff to assist with developing intern rotation rostering.

Interns are required to undertake a variety of clinical placements during their intern year in order to meet the Medical Board of Australia's requirements. These include core rotations in appropriate medical and surgical units and an emergency medicine department. Non-core rotations are also utilised to make up the required five terms of an intern year. Rotations available vary between the LHNs and are dependent on the health services provided in that area.

Applicants who accepted an offer are able to complete an online rotation preference form. The relevant hospital rotation list is provided for applicants to preference the rotations, provide a brief statement regarding their career pathway intentions (if known) and they can also request any specific annual leave dates.

National Audit of Intern Acceptances

An annual audit to manage the significant number of applicants who accept intern positions in multiple jurisdictions is undertaken by the National Medical Intern Data Management Working Group (NMIDM WG).

The National Audit of Intern Acceptances (the audit) uses data provided by the jurisdictions to identify applicants who have accepted multiple intern positions across Australia. Those applicants are contacted and given a specified timeframe to decide which position they will ultimately accept. Applicants who do not make a timely decision are withdrawn¹ from all accepted positions, except the first one that was offered to them.

The purpose of the audit is to ensure that applicants have the most equitable and timely opportunity to obtain an intern position in Australia. It does not aim to prevent applicants receiving multiple offers but rather clarify and resolve which offer an applicant truly intends to accept when two or more offers have been accepted in different jurisdictions.

¹ The Terms of Use that are accepted by applicants when applying for a position allow positions to be withdrawn from applicants in order ensure timely management of multiple acceptances or in the event that an applicant is subsequently found to be ineligible.

National intern positions

For the 2016 medical intern year across all states and territories there was a total of 3314 intern positions; this was an increase of 85 positions from the 2015 medical intern training year.

POSTGRADUATE YEAR 2 AND BEYOND (PGY2+)

Following the successful completion of a medical intern year, junior doctors may begin basic vocational training, pre-specialist training or undertake general training. These subsequent training years provide junior doctors with further clinical experience, and the opportunity to establish networks and to explore the various medical specialties in depth, prior to choosing a medical career pathway.

Generalist training positions within hospitals provide junior doctors with further general hospital experience and clinical exposure. These positions provide rotations through a range of medical, surgical and emergency units, and are suitable for junior doctors who are yet to decide on a medical career pathway, or those who wish to gain more clinical experience prior to specialty training.

Recruitment and allocation of some PGY2+ positions in South Australia is undertaken through a centralised process administered by the SA MET Unit on behalf of SA Health. Some training programs choose to extend existing staff contracts and/or advertise positions outside of this central application and allocation process, and therefore the data presented within this report is not a complete representation of South Australia's PGY2+ workforce.

Allocation of Specialist Training Positions (Registrars) is not undertaken by the SA MET Unit, with recruitment for these positions being coordinated directly by hospitals and/or specialty colleges.

Statewide shortlisting and ranking

In 2015, the PGY2+ application recruitment and selection processes for some programs changed significantly. State-wide recruitment and selection panels were established to reduce duplication of work across LHNs and increase recruitment and selection transparency.

The position coordinators and recruiters, for each training stream, across the LHNs met to determine their shortlisting and ranking criteria. This collaborative effort streamlined the recruitment of applicants to positions and standardised the selection criteria within training streams across South Australia.

The SA MET Unit supported the position coordinators to implement the state-wide processes in a secretariat capacity. The SA MET Unit also provided some funding for the coordination of the general training/ general practice training recruitment, as this was the largest pool of applicants (totalling more than 450 unique applicants)

Applications and matching applicants to positions

Applications for 2016 PGY2+ positions in South Australia opened on Friday, 22 May 2015 and closed at 5pm (ACST) on Monday, 15 June 2015. The SA MET Unit utilises an online application system for PGY2+ positions, which allows applicants to submit employment applications, nominate referees and select their three preferred positions. Following the close of applications, applicants are ranked on merit by the hospital-based training program position coordinators. The SA MET Unit then matches applicants to positions optimising applicant preferences, hospital merit ranking and available positions.

The SA MET Unit undertakes a supplementary allocation process to manage any vacancies that may arise post-allocation, This is referred to as the late vacancy management process where position coordinators may offer unmatched applicants a position.

Allocation data

In 2015, for the 2016 training year, the SA MET Unit received 740 PGY2+ applications, which included 58 applications that did not meet the eligibility criteria or were incomplete (Appendix B) and were ultimately excluded from the recruitment and allocation process. For positions commencing in 2016, there were 16 position types across the LHNs, with 5 of these as statewide. PGY2+ applicants could choose and select their first, second and third PGY2+ position preferences (preferred place of work). The allocation of PGY2+ applicants is undertaken in rounds and is based on applicants' preferences and training program ranking.

In 2015, the allocation of PGY2+ positions was undertaken in three rounds. Across the 16 position types there were 419 positions available, of the 490 offers made 384 (78%) accepted an offer, 44 (9%) of applicants declined their offer with a further 62 (12%) accepting but then declining their offer (Appendix C: Table 5).

Referee reports

PGY2+ applicants are required to nominate referees. These referees will complete a standardised referee report. The referee reports are provided to position coordinators and recruiters to assist with the selection of candidates.

Applicants are required to nominate a minimum of two referees and provide their names, email addresses and phone numbers. Referee report forms are made available via an online form which is emailed to the referee once the applicant completes their PGY2+ application. The referees are then able to follow a uniquely generated web link to complete the referee report for the applicant. The referee form collects the following information:

- > *Supervisor's information:* relationship to the applicant, capacity of work, number of clinical encounters with applicant, period of supervision of applicant, hospital and unit location.
- > *Trainee information:* communication skills, clinical competencies, professional and personal conduct.

The referee reports are provided in confidence and copies are not provided to applicants or to any person or institution outside of the SA MET Unit's application process. Applicants may check the status of their referee reports by logging onto their application.

APPENDIX A: INTERN CATEGORY GROUPS + ELIGIBILITY CRITERIA

SOUTH AUSTRALIAN INTERN CATEGORY GROUPS FOR 2015	
CATEGORY	CRITERIA
Category 1	Australian Citizens, Australian Permanent Residents and New Zealand Citizens
1.1*	Medical graduates from a South Australian University - Commonwealth-supported (HECS-HELP) or SA Bonded Medical Scholarship Scheme (SABMSS)
1.2	Medical graduates from a South Australian university - full-fee paying
Category 2	Australian Citizens, Australian Permanent Residents and New Zealand Citizens
2.1	Medical graduates from an interstate or New Zealand University - who completed Year 12 in South Australia
2.2	Medical graduates from an interstate or New Zealand University
Category 3	Australian Temporary Residents and New Zealand Permanent Residents
3.1	Medical Students from a South Australian University
Category 4	Australian Temporary Residents and New Zealand Permanent Residents
4.1	Medical graduates from an interstate or New Zealand University
Category 5	Australian Temporary Residents and New Zealand Permanent Residents
5.1	Medical graduates who have spent two or more semesters in an overseas campus of an Australia or New Zealand University (e.g., Monash Sunway campus, UQ New Orleans campus)
*Category 1.1 applicants – an intern place is currently guaranteed in SA under the 2006 COAG commitment	

ELIGIBILITY CRITERIA FOR AN INTERNSHIP POSITION IN SOUTH AUSTRALIA FOR 2015

To be eligible to apply for an internship position in South Australia you must:

- > Have graduated from Medical school in an Australian or New Zealand university in the last three years and have a visa or residency status that allows you to work unrestricted in Australia for the duration of your prevocational training.
- > Be able to begin working on the January start date, which includes compulsory orientation, and fulfil the minimum 12 month contract working full time.
- > Have **not** started an internship in Australia or NZ before.

All positions offered through this process are for a minimum of 12 months. Applications for a part-time position will be considered and are subject to negotiation with LHNs. A part-time position is not guaranteed.

English Language Skills

All applicants must provide evidence that they will meet the Medical Board of Australia's (MBA) Registration Standard "English Language Skills" effective of 1 July 2015.

For more information about this standard please refer to the MBA or Australian Health Practitioner Regulation Agency (AHPRA) websites:

<http://www.medicalboard.gov.au/Registration-Standards.aspx>

<http://www.ahpra.gov.au/Registration/Registration-Standards/English-language-skills.aspx#additional>

APPENDIX B: PGY2+ ELIGIBILITY CRITERIA

ELIGIBILITY CRITERIA FOR A PGY2+ POSITION IN SOUTH AUSTRALIA FOR 2015

To be eligible to apply for a PGY2+ position through the SA MET Unit you must:

- > have general registration as a medical practitioner in Australia issued by the Medical Board of Australia, or
- > currently have provisional or limited registration and you will have general registration on or before the January start date, and
- > be available for a 12-month full-time contract commencing on the January start date.

Applicants seeking a part time contract or who are not able to commence on the January start date are not eligible to apply for a PGY2+ position through the SA MET Unit. You will need to negotiate employment directly with the hospital outside of the SA MET Unit's allocation process.

International Medical Graduates

To be eligible to apply as an International Medical Graduates (IMG) you must meet the following criteria:

- > Successfully completed both the Australian Medical Council MCQ and the Clinical examination or have advanced standing towards the AMC Certificate under the Competent Authority pathway (CA pathway).
- > Currently holding limited registration - Satisfied or currently completing the requirements of an Australian intern year or equivalent supervised training (core rotations) thus eligible for general medical registration with the Australian Medical Board.

You are not eligible to apply for a position through this website if you do not have, or will not have by the January start date, general registration with the Medical Board of Australia

APPENDIX C: DATA TABLES

**TABLE 1: INTERN POSITIONS IN SOUTH AUSTRALIA
(Intern training year 2012 – 2016)**

LOCAL HEALTH NETWORK (LHN)	2012	2013	2014	2015	2016
Central Adelaide LHN*					
> Royal Adelaide Hospital					
> The Queen Elizabeth Hospital	131	146	148	133	129
<i>*Includes rotations to the Women's and Children's Hospital and Hampstead Rehabilitation Centre</i>					
Southern Adelaide LHN					
> Flinders Medical Centre	68	73	74	68	69
> Repatriation General Hospital					
> Noarlunga Health Service					
Northern Adelaide LHN					
> Modbury Hospital	51	51	50	48	47
> Lyell McEwin Hospital					
Country Health SA LHN					
> Mount Gambier and Districts Health Service	6	6	6	5	5
Total	256	276	278	254	250

TABLE 2: UNIVERSITY OF STUDY AND PRIORITY GROUP OF MEDICAL GRADUATES WHO ACCEPTED AN INTERN POSITION IN SA FOR 2016

PRIORITY GROUP	ADELAIDE UNI	FLINDERS UNI	ACT UNI	NSW UNI	QLD UNI	TAS UNI	VIC UNI	WA UNI	NZ UNI	MONASH MALAYSIA	TOTAL
CATEGORY 1.1	139	73	-	-	-	-	-	-	-	-	212
CATEGORY 1.2	3	1	-	-	-	-	-	-	-	-	4
CATEGORY 2.1	-	-	-	-	4	-	1	3	-	-	8
CATEGORY 2.2	-	-	-	1	3	3	-	1	-	-	8
CATEGORY 3.1	12	6	-	-	-	-	-	-	-	-	18
CATEGORY 4.1	-	-	-	-	-	-	-	-	-	-	0
CATEGORY 5.1	-	-	-	-	-	-	-	-	-	-	0
Total	154	80	0	1	7	3	1	4	0	0	250

TABLE 3: INTERN PREFERENCE ANALYSIS, 2015					
	RECEIVED 1ST PREF.	RECEIVED 2ND PREF.	RECEIVED 3RD PREF.	RECEIVED 4TH PREF.	TOTAL
CATEGORY 1.1 AND 1.2	182	15	17	1	215
CATEGORY 2.1. AND 2.2	13	1	0	3	17
CATEGORY 3	11	3	0	4	18
TOTAL	206	19	17	8	250
% OF TOTAL RECEIVED	82.4%	7.6%	6.8%	3.2%	
<i>*first preference percentage rate will change in future allocations</i>					

TABLE 4: SUMMARY OF POSTGRADUATE YEAR 2+ APPLICANTS AND ALLOCATION OFFERS, 2015	
	TOTAL
TOTAL APPLICATIONS	740
ELIGIBLE APPLICATIONS	682
TOTAL NUMBER OF PREFERENCES	1038
APPLICATIONS WITHDRAWN PRIOR TO ALLOCATION	18
REFEREES NOMINATED:	1866
REFEREE REPORTS COMPLETED:	1675
OFFERS MADE	490
OFFERS ACCEPTED	384
OFFERS DECLINED	44
OFFERS ACCEPTED THEN DECLINED*	62
<i>* Applicant accepted an offer then declined</i>	

TABLE 5: PGY2+ APPLICATIONS AND OFFERS FOR THE 2016 CLINICAL YEAR MADE BY SA MET UNIT, 2015

POSITION TYPES	NUMBER OF PREFERENCES*	AVAILABLE POSITIONS	OFFERS	ACCEPTED	DECLINED	POSITIONS UNFILLED
PAED 9-800 Paediatric Basic Training	79	14	20	14	6	0
WCHN 4-500 Obstetrics & Gynaecology (12 months)	30	9	11	9	2	0
WCHN 4-550 Obstetrics & Gynaecology (6 months) & Paediatric (6 months) RMO	43	6	7	5	2	1
NALHN 5-500 Obstetrics & Gynaecology (12 months)	33	8	8	6	2	2
NALHN 5-550 Obstetrics & Gynaecology (6 months) with Paediatrics (6 months)	29	8	10	7	3	1
NALHN 6-450 General Surgery Service Post	26	4	4	3	1	1
NALHN 6-460 ENT Surgery Service Post	5	1	1	1	0	0
CHSALHN 10-160 Advanced Rural Skills Anaesthetics	8	1	1	1	0	0
CHSALHN 10-100 General Training / General Practice Training	9	4	5	2	3	2
CHSALHN 10-110 DRANZCOG	2	1	1	1	0	0
CHSALHN 10-600 Emergency Medicine ACRRM Advanced Specialised Training	4	2	2	2	0	0
STATEWIDE	NUMBER OF PREFERENCES	AVAILABLE POSITIONS	OFFERS	ACCEPTED	DECLINED	POSITIONS UNFILLED
Surgical Resident Medical Officer	88	44	55	39	16	5
Basic Physician Training (BPT)	138	45	52	42	10	3
WCHN General Training	47	9	16	9	7	0
Mental Health Services	33	28	22	22	0	6
General Training	464	235	275	221	54	14
Totals	1038	419	490	384	106	35

*The number of preferences exceeds the number of unique applicants as applicants are entitled to preference up to three positions