



SOUTH AUSTRALIAN
MEDICAL EDUCATION & TRAINING

A Report on the Junior Doctor Allocations in South Australia

for positions commencing in 2017

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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 2016 allocations (for the 2017 training year).

Intern application, allocation and offer system

In 2016 (for the 2017 medical internship year) there were 531 eligible medical graduate applicants for a total of 251 intern positions. These positions were allocated according to agreed categories which continue to give priority to local, Commonwealth supported graduates. For the 2017 clinical year, South Australia's intern positions were filled by 226 local graduates and 25 interstate applicants.

Data Collection and Analysis

A secondary data collection was undertaken during the 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

In 2016 (for the 2017 medical training year), there were 577 eligible applicants for 392 PGY2+ positions in South Australian LHNs. These positions were offered to applicants using a merit-based process that takes into consideration applicant training program preferences, interviews (if required) and ranking by the position coordinators. The recruitment process resulted in 326 positions being filled via the SA MET Unit centralised allocation and offer process.

To assist position coordinators with employee selection, 1,902 referees were nominated by applicants with 81% 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.

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, university, 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, a randomised ballot is used to allocate applicants to intern positions. Offers are made in order of applicant category ([Appendix A](#)).

All 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 2017 medical internships in South Australia opened on Monday 9 May 2016 and closed on Friday 3 June 2016. 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 689 applications were commenced with 548 of these submitted by the specified closing date. Following the verification 539 were determined to have completed their application and met the eligibility criteria.

Ineligible/Incomplete applications

A total of 150 applications were deemed to be incomplete at the time of submission or did not meet the eligibility criteria. 75 applications did not pass the mandatory components of the eligibility criteria, with a further nine applications assessed as not meeting the criteria during the validation process. A further eight applicants withdrew their application prior to first round offers.

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 marked as ineligible.

Enterprise Patient Administration System

For the first time, applicants were required to complete basic EPAS training to ensure work readiness for the South Australian health system. South Australian graduates complete this training as part of their University studies and interstate graduates were able to complete the training online via the eLearning system OTIS. 100% of applicants complied with this requirement and completed the EPAS basics training.

Allocations

Suitable applicants were allocated to intern positions in line with prescribed category groups ([Appendix A](#)) and their preferences using a randomisation matching process.

Due to the preferences of applicants some LHNs receive more first preference rankings than there are available positions, in these cases a formula is used to randomly determine which applicants are offered available positions. Applicants were allocated to their second or subsequent preferences once it was no longer possible to match them to their higher preference.

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 from the same or next priority group 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
- > ballot outcomes, where required, were random with no significant association between applicant surname, application submission date or application validation/verification date and allocation outcome.

Allocation data

For the 2017 South Australian intern year there were 251 intern positions available. A total of 364 offers were made for intern positions in South Australia across Commonwealth supported and full fee paying medical graduates from South Australian universities, interstate Commonwealth supported graduates and international medical graduates from South Australian universities. A total of 215 Commonwealth supported graduates from South Australian universities accepted their offers, 25 Commonwealth supported graduates from interstate universities accepted their offers and 11 international graduates from South Australian universities accepted their offers of internship in SA. No full fee paying graduates from South Australian universities accepted their offer. Further data is available for review in [Appendix C](#).

Currently South Australia has 7.5% of all Australian intern positions, in comparison to having only 7.1%¹ of the Australian population¹.

¹ Population data from Australian Bureau of Statistics, 3101.0 - Australian Demographic Statistics, June 2016.

First preference allocation

An analysis into the number of applicants in each category who received their first preference was undertaken. 91.2% of medical graduates who accepted an offer of internship in South Australia received their first preference, this was an increase from 2016 where 82.4% accepted an offer for their first preference. 2.8% of medical graduates accepted an offer for their second preference compared to 7.6% the previous year and 5.6% of medical graduates accepted an offer for their third preference compared to 7.2% the previous year. 0.4% of medical graduates accepted an offer for their fourth preference compared to 3.2% the previous year. ([Appendix C](#), Table 4).

South Australian International Medical Graduates

11 international medical graduates from South Australian universities accepted on offer and six applicants declined an offer for positions starting in 2017 ([Table 2 & 3](#)). 14 applicants accepted an offer interstate, three did not receive an offer and two applicants withdrew their application prior to receiving 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. 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 Local Health Network 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 withdrawn² from all accepted positions, except the first one that was offered to them.

² 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.

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.

Late Vacancy Management Process

A Late Vacancy Management (LVM) process to manage vacant positions after the last National Audit was undertaken by the National Medical Intern Data Management Working Group (NMIDM WG).

The purpose of the LVM process was to ensure applicants who have not yet received an offer in any jurisdiction across Australia can fill positions that arise after the last National Audit. This process provides better opportunities to fill late vacancies that arise with applicants who are yet to receive a 2017 internship offer and reduce the risk for employers of losing applicants to late offers from other jurisdictions.

The LVM process ran as a supplementary process from 8 December 2016 to 24 March 2017.

Four intern positions in South Australia were filled during the LVM process.

National intern positions

For the 2017 medical intern year across all states and territories there was a total of 3338 intern positions; this was an increase of 24 positions from the 2016 medical intern training year.

Evaluation

After the 2017 internship allocation and appointment process the SA MET Unit undertook an evaluation with position coordinators and applicants to investigate where improvements and efficiencies can further enhance the selection and recruitment of interns positions in South Australia.

Overall feedback from applicants and positions coordinators was positive. Feedback indicated that the information available throughout the application process was clear, comprehensive and prepared them for the application process. The application process was clear and simple to complete in comparison to other jurisdictions.

POSTGRADUATE YEAR 2 AND BEYOND (PGY2+)

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

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.

Applications

Applications for 2017 PGY2+ positions in South Australia opened on Monday, 23 May 2016 and closed at 11:55pm (ACST) on Friday, 17 June 2016. 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, all applications were manually reviewed, cross-checked and verified by SA MET Unit staff to ensure that the eligibility criteria ([Appendix B](#)) had been met. Applicants who did not meet the eligibility criteria were marked as ineligible, provided with an explanation for their ineligibility and excluded from the allocation.

Applicants are then 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.

SA Health received a total of 822 applications, which included 208 applications that did not meet the eligibility criteria or were incomplete ([Appendix D](#), table 1) and were ultimately excluded from the recruitment and allocation process.

Referee reports

PGY2+ applicants are required to nominate referees who can provide referee reports to the hospitals during the selection process. Applicants are 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 the referee section of their application. The referees follow a uniquely generated hyperlink 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 matching and allocation process. Applicants may check the status of their referee reports by logging onto their SA Health application.

1,902 referees were nominated by applicants with 81% of these referees completing the referee reports.

Allocations

The allocation of PGY2+ applicants is undertaken in rounds and is based on applicants' preferences and training program ranking. In 2016, for the 2017 training year, the allocation of PGY2+ positions was undertaken in four rounds.

Following consultation with the statewide general training selection group, a decision was made to offer general training positions after the other training streams have received their offers to maximise applicants' chances of getting their highest pre speciality preferences and reducing the amount of withdrawals in general training. This change was implemented in 2016.

Feedback gathered from PGY2+ applicants following the 2016 allocation process indicated that further improvement is required in relation to the timing of offers for those applicants who preferred general training. Further improvements to the timing of offers will be implemented in 2017 with the hope of addressing the amount of time applicants have to wait to receive an offer for general training and allowing applicants to get their highest possible preferred general training position.

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

For positions commencing in 2017, there were 25 position types across the LHNs, with four of these operating using statewide recruitment.

Across the 25 position types there were 392 positions available, of the 403 offers made, 326 (81%) accepted an offer, 77 (19%) of applicants declined their offer ([Appendix D](#), table 1). Further positions were filled through the Late Vacancy Management Process, see below.

Late Vacancy Management Process

A Late Vacancy Management (LVM) process to manage vacant positions after the last round of allocations was undertaken by SA Met Unit in conjunction with the LHNs.

The purpose of the LVM process was to ensure that vacant positions that arise after allocation process can be filled by applicants who have not yet received an offer.

63 positions were filled during the LVM process.

Evaluation

After the 2017 PGY2+ allocation and appointment process the SA MET Unit undertook an evaluation with position coordinators and applicants to investigate where improvements and efficiencies can further enhance the selection and recruitment of PGY2 positions in South Australia.

Main areas of feedback from applicants included improving the information available to applicants throughout the application process, such as information about each specific job and rotation, expected interview dates, approximate position numbers and more transparency regarding ranking of applicants.

SA MET Unit has been working closely with position coordinators to improve the information available to applicants throughout the application and interview process.

Main areas of feedback from the Position Coordinators included that the centralised online recruitment system works well for them, using a statewide selection and interview process for ranking saves time and eliminates duplication of work and that there continues to be issues with applicants accepting positions then later declining, leaving the LHNs with vacancies to fill.

For the 2018 PGY2+ recruitment process the following changes will be implemented:

- Four preferences will be available to applicants instead of three
- Change in timing of General Training offers, refer SA Health Careers website for further information.
- Prior to moving to Late Vacancy Management Process, SA Health will allocate applicants to available positions until position ranked lists are exhausted.
- To ensure the recruitment process is streamlined, open and transparent for all parties. Position coordinators will be required to provide more comprehensive descriptions about the roles, information on the selection criteria and also provide contact details. To ensure the recruitment process is streamlined, open and transparent for all parties.
- Potential interview dates to be advertised in advance to allow preparations to attend
- Interviews by distance to be undertaken via teleconference rather than phone so as not to disadvantage applicants

APPENDIX A: INTERN CATEGORY GROUPS + ELIGIBILITY CRITERIA

2017 SOUTH AUSTRALIAN INTERN CATEGORY GROUPS	
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)
<i>*Category 1.1 applicants – an intern place is currently guaranteed in SA under the 2006 COAG commitment</i>	

ELIGIBILITY CRITERIA FOR A 2017 INTERNSHIP POSITION IN SOUTH AUSTRALIA

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** commenced or completed an internship in Australia or NZ before.
- > have met the English Language Skills Registration standard set by the Medical Board of Australia
- > have completed Enterprise Patient Administration System (EPAS) training

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.

APPENDIX B: PGY2+ ELIGIBILITY CRITERIA

ELIGIBILITY CRITERIA FOR A 2017 PGY2+ POSITION IN SOUTH AUSTRALIA

To be eligible to apply for a PGY2+ position in South Australia 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 February start date, and
- > be available for a 12-month full-time contract commencing on the February start date.

Applicants seeking a part time contract or who are not able to commence on the February 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 February start date, general registration with the Medical Board of Australia

APPENDIX C: INTERN DATA TABLES

**TABLE 1: INTERN POSITIONS IN SOUTH AUSTRALIA
(Intern training year 2013 – 2017)**

LOCAL HEALTH NETWORK (LHN)	2013	2014	2015	2016	2017
Central Adelaide LHN*					
> Royal Adelaide Hospital					
> The Queen Elizabeth Hospital	146	148	133	129	130
<i>*Includes rotations to the Women's and Children's Hospital and Hampstead Rehabilitation Centre</i>					
Southern Adelaide LHN					
> Flinders Medical Centre	73	74	68	69	69
> Repatriation General Hospital					
> Noarlunga Health Service					
Northern Adelaide LHN					
> Modbury Hospital	51	50	48	47	47
> Lyell McEwin Hospital					
Country Health SA LHN					
> Mount Gambier and Districts Health Service	6	6	5	5	5
Total	276	278	254	250	251

TABLE 2: 2017 ELIGIBLE INTERN APPLICANTS

	TOTAL
CATEGORY 1.1	251
CATEGORY 1.2	2
CATEGORY 2.1.	23
CATEGORY 2.2	96
CATEGORY 3.1	36
CATEGORY 4.1	94
CATEGORY 5.1	29
TOTAL	531

TABLE 3: UNIVERSITY OF STUDY AND PRIORITY GROUP OF MEDICAL GRADUATES WHO ACCEPTED AN INTERN POSITION IN SA FOR 2017

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	129	86	-	-	-	-	-	-	-	-	215
CATEGORY 1.2	-	-	-	-	-	-	-	-	-	-	0
CATEGORY 2.1	-	-	-	2	4	-	3	2	-	-	11
CATEGORY 2.2	-	-	-	3	3	3	2	1	1	1	14
CATEGORY 3.1	8	3	-	-	-	-	-	-	-	-	11
CATEGORY 4.1	-	-	-	-	-	-	-	-	-	-	0
CATEGORY 5.1	-	-	-	-	-	-	-	-	-	-	0
Total	137	89	0	5	7	3	5	3	1	1	251

TABLE 4: INTERN PREFERENCE ANALYSIS, 2017

	RECEIVED 1 ST PREF.	RECEIVED 2 ND PREF.	RECEIVED 3 RD PREF.	RECEIVED 4 TH PREF.	TOTAL
CATEGORY 1.1 AND 1.2	199	5	10	1	215
CATEGORY 2.1. AND 2.2	21	2	2	0	25
CATEGORY 3	9	0	2	0	11
TOTAL	228	7	14	1	251
% OF TOTAL RECEIVED	91.2%	2.8%	5.6%	0.4%	

**first preference percentage rate will change in future allocations*

APPENDIX D: PGY2+ DATA TABLES

TABLE 1: SUMMARY OF 2017 POSTGRADUATE YEAR 2+ APPLICANTS AND ALLOCATION OFFERS

	TOTAL
TOTAL APPLICATIONS	822
ELIGIBLE APPLICATIONS	577
TOTAL NUMBER OF PREFERENCES	1653
REFEREES NOMINATED:	1,902
REFEREE REPORTS COMPLETED:	1,543
OFFERS MADE*	403
OFFERS ACCEPTED*	326
OFFERS DECLINED*	77
* further offers were made via the Late Vacancy Management Process	

TABLE 2: 2016 PGY2+ APPLICATIONS AND OFFERS FOR THE 2017 CLINICAL YEAR

POSITION TYPES	NUMBER OF PREFERENCES*	AVAILABLE POSITIONS	OFFERS	ACCEPTED	DECLINED	POSITIONS UNFILLED
CHSALHN 10-100 General Training / General Practice Training	7	4	5	3	2	1
CHSALHN 10-110 DRANZCOG	1	1**	1	1	-	-
CHSALHN 10-160 Advanced Rural Skills Anaesthetics	4	1	2	1	1	-
CHSALHN 10-600 Emergency Medicine ACRRM Advanced Specialised Training	2	2	1	1	-	1
NALHN 5-500 Obstetrics & Gynaecology (12 months)	28	7	9	7	2	-
NALHN 5-550 Obstetrics & Gynaecology (6 months) with Paediatrics (6 months)	44	8	9	8	1	-
NALHN 6-450 General Surgery Service Post	12	2	3	2	1	-
NALHN 6-460 ENT Surgery Service Post	15	1	1	1	-	-
Port Augusta 12-110 DRANZCOG	2	1	1	1	-	-
Whyalla 11-100 General Training/General Practice Training	3	3	-	-	-	3
WCHN 4-500 Obstetrics & Gynaecology (12 months)	24	7	8	6	2	1
WCHN 4-550 Obstetrics & Gynaecology (6 months) & Paediatric (6 months) RMO	48	6	6	6	-	-

STATEWIDE	NUMBER OF PREFERENCES	AVAILABLE POSITIONS	OFFERS	ACCEPTED	DECLINED	POSITIONS UNFILLED
Surgical RMO Training Program						
CALHN 1-400 Surgical RMO Rotations	76	16	18	15	3	1
NALHN 5-400 Surgical RMO Rotations	56	4	4	4	-	-
SALHN 3-400 Surgical RMO Rotations	70	26	31	25	6	1
Basic Physician Training – Adult Medicine Program						
CALHN 1-300 Basic Physician Training - Adult Medicine	102	23	27	23	4	-
NALHN 5-300 Basic Physician Training - Adult Medicine	68	12	14	12	2	-
SALHN 3-300 Basic Physician Training - Adult Medicine	96	13	13	13	-	-
STATEWIDE	NUMBER OF PREFERENCES	AVAILABLE POSITIONS	OFFERS	ACCEPTED	DECLINED	POSITIONS UNFILLED
General Training/General Practice Training Program						
CALHN 1-100 General Training/General Practice Training	340	102	100	77	23	25
NALHN 5-100 General Training/General Practice Training	226	56	56	44	12	12
SALHN 3-100 General Training/General Practice Training	305	74	74	57	17	17
WCH 4-100 General Training/General Practice Training	97	4	5	4	1	0
Mental Health Services						
MHS 7-700 Mental Health Services	27	19	15	15	-	4
Totals	1653	392	403	326	77	66***

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

**Part time position - 0.5FTE

***63 positions were filled after the allocation process through the LVM process.