



SA Health

Junior Doctor Allocations Report South Australia

Positions commencing
in the 2021 clinical year

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EXECUTIVE SUMMARY

The South Australian Medical Education and Training (SA MET) Unit, within Clinical Collaborative, System Leadership and Design, SA Health, continues to administer the centralised application, allocation and offer systems for intern (Postgraduate Year 1) and Postgraduate Year 2+ (PGY2+ Resident Medical Officer) positions on behalf of the Local Health Networks (LHN) in South Australia. This report provides an overview of statistical data for the 2020 recruitment and allocations for the 2021 clinical training year.

Intern application, allocation and offer system

There were 476 eligible medical graduate applicants for a total of 275 medical internship positions. Intern positions were allocated according to agreed categories which continue to give priority to local, commonwealth supported medical graduates. This commitment is made in accordance with the 2006 Council of Australian Governments (COAG) agreement to guarantee every commonwealth supported medical graduate an internship in Australia as internship is a requirement to become a fully registered doctor.

PGY2+ application, allocation and offer system

There were 648 eligible applicants for 468 PGY2+ positions in the South Australian LHNs for the 2021 clinical year. These positions were offered to applicants using a merit-based process that takes into consideration the application, referee reports, interviews (if required), applicant training program preferences, and applicant ranking by the selection panels. The selection criteria for each advertised position differed; each position provided an information pack to outline the job specifics and selection criteria. The 2020 recruitment process resulted in 425 positions being filled via the SA MET Unit centralised allocation and offer process.

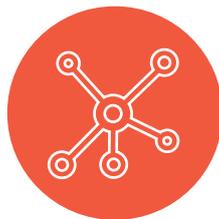
It is important to note that outside of this centralised PGY2+ application process, some PGY2+ positions are filled directly by LHNs, such as positions in emergency medicine and advanced training.

INTERNS



476

Eligible applicants
applied for a position



275

Intern positions across
SA Local Health Networks



273

Intern positions filled
in South Australia

Applications for intern positions in South Australia were received online through **Careers | SA Health**. 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 applications received 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 group until all positions are full.

| South Australian Intern Category Groups 2020: |
|--|
| Category 1* Australian Citizens, Australian Permanent Residents and New Zealand Citizens, Graduates from South Australia |
| Category 2 Australian Citizens, Australian Permanent Residents and New Zealand Citizens Graduates from outside South Australia |
| Category 3 Australian Temporary Residents and New Zealand Permanent Residents Graduates from South Australia |
| Category 4 Australian Temporary Residents and New Zealand Permanent Residents Graduates from outside South Australia |
| Category 5 Australian Temporary Residents and New Zealand Permanent Residents Graduates from outside Australia |

* Category 1. Applicants – an intern place is currently guaranteed in SA under the 2006 COAG commitment.

Applications

Applications for 2021 medical internships in South Australia opened on Monday 4 May 2020 and closed on Thursday 4 June 2020. These dates as well as the first round allocation date were agreed by all Australian jurisdictions. 476 eligible applications were received however 18 went on to withdraw prior to receiving an intern allocation.

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

ELIGIBILITY CRITERIA FOR A 2021 INTERNSHIP POSITION IN SOUTH AUSTRALIA

To apply for an internship in South Australia you must comply with the following criteria:

- > Have graduated from a medical school in the last two years (to start internship in 2021, you are a medical graduate of the 2019 or 2020 cohort).
- > Have successfully completed both Australian Medical Council exams if you are an international medical graduate.
- > Be able to demonstrate meeting the requirements for registration with Ahpra.
- > Have NOT commenced or completed an internship or worked as a doctor before.
- > Be an Australian Citizen, Australian Permanent Resident, Australian Temporary Resident, New Zealand Citizen, New Zealand Permanent Resident.
- > Have a visa or residency status that allows work unrestricted in Australia for the duration of prevocational training.
- > Be able to begin working on the January start date, which includes compulsory orientation, and fulfil the minimum 12 month contract.
- > Have met the English Language Skills Registration standard.
- > Have completed electronic medical record (Sunrise EMR and PAS) training.
- > Have completed and submitted an online application, including the provision of valid supporting documentation, by the application closing date.

Ineligible/Incomplete applications

A total of 137 applications were deemed to be incomplete at the time of submission or did not meet the eligibility criteria. 85 applications did not pass the mandatory components of the eligibility criteria, with a further 7 applications assessed as not meeting the criteria during the validation process.

| Application status | 2020 applications |
|-------------------------------------|-------------------|
| Total applications commenced | 631 |
| Incomplete applications | 45 |
| Ineligible applications | 92 |
| Eligible applications | 476 |
| Withdrawn pre-allocation | 18 |

Ineligible/incomplete applications were excluded from the allocation. Where there was any doubt regarding an applicant's eligibility, the applicant was given the opportunity to provide supporting evidence.

Part-time applications

SA Health believes that with the right support and working arrangements, staff are better prepared to help build and deliver sustainable high quality health care services. SA Health promotes diversity and flexible ways of working including part-time work arrangements. Applicants are encouraged to apply for flexible working arrangements if required. The Medical Board of Australia states that internship may be undertaken part-time, but once started must be completed within three years.

For 2021, two applicants applied to complete their internship on a part-time basis and were accommodated by their allocated LHN. These applicants applied to work as job-share partners. Applicants generally request to work between 0.5 FTE and 0.8 FTE.

Part-time intern appointments may be considered by some health networks, however are not guaranteed. During the allocation process, part-time applications are discussed with the relevant health networks and each case considered on an individual basis.

Special Considerations

Applicants are given the opportunity to apply for a special consideration if they can demonstrate they have exceptional circumstances. In SA, three of the five training networks are located in the metropolitan region. As a result, special consideration requests based on transport issues are not considered.

Criteria that may be considered as exceptional circumstances include:

- > Major health problems requiring frequent and ongoing highly specialised treatment only available in certain locations.
- > Responsibility for dependants who are unable to relocate to regional SA with the applicant.

In 2020, five applicants submitted an application for special consideration. The Medical Officers Appointment Working Group assessed all de-identified special consideration requests and made a determination accordingly. These decisions were provided to SA MET who facilitated the allocation.

Four of the 2020 special consideration requests were approved. Successful applicants were granted a special consideration to either work in a metro or rural location however this did not affect the likelihood of them receiving an offer. I.e. offers are made to all category 1 applicants prior to commencing offers to category 2 applicants irrespective of a special consideration request.

Rural intern pathway

2020 marked the third year of the Rural Intern Pathway in South Australia. The Rural Intern Pathway includes a selection process for applicants who were interested in undertaking their internship (and potentially subsequent years) in rural hospitals within South Australia. Rural intern positions provide broad opportunities in unique settings and are best suited for medical graduates with a history of living or working in a rural area or a desire to commence a career in these areas. Applicants were asked to provide written answers to some short questions within their application and were invited to attend an interview if shortlisted.

The key drivers behind the implementation of the Rural Intern Pathway were:

- > to attract quality candidates who had a genuine interest in working in those locations
- > increase rural medical workforce sustainability
- > increase the number and capability of rural doctors
- > support workforce recruitment and retention
- > respond to an increase in medical school graduates.

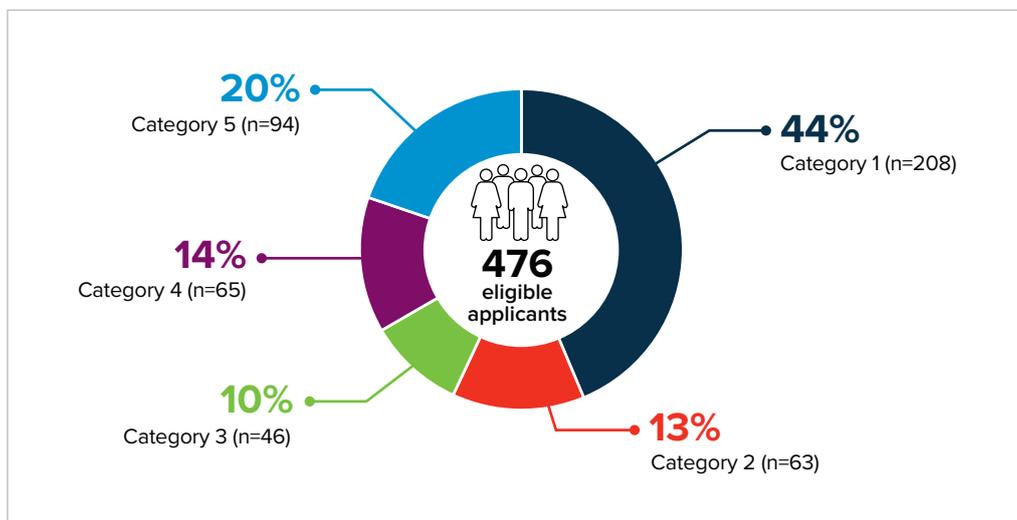
Offers for rural intern positions commenced on 2 July 2020 prior to metropolitan intern offers. Preference analysis of 2021 intern data indicated that a total of 63 applicants preferred the Rural Intern Pathway by nominating either Limestone Coast Local Health Service or Flinders Upper North Local Health Service as their first preference. The Limestone Coast Local Health Network and Flinders Upper North Local Health Network shortlisted their applicants and undertook interviews either in person or via video conference. Eight offers were made for the seven Limestone Coast Local Health Network positions and eight offers were made for the five Flinders Upper North Local Health Network positions.

Allocations

Eligible applicants were allocated to intern positions within the prescribed category groups and then according to applicant preferences.

The 476 eligible applicants were categorised as detailed below.

SA Intern applicants by category group



Some LHNs were oversubscribed receiving more first preference rankings than there were available positions, therefore a formula was used to randomly determine which applicants were offered the available positions. Applicants were allocated to their second or subsequent preferences once it was no longer possible to match them to their first preference.

Notifications were sent to successful applicants by email with applicants required to respond online within a specified timeframe. If a position was declined, that position was reallocated to an applicant from the same or next category group who had not yet received an offer of an intern position in South Australia.

Offers commenced on the nationally agreed date of 13 July 2020.

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.

Internships available

There were 275 intern positions available for 2021, a slight increase from the previous year. Of the 275 full-time equivalent (FTE) intern positions available, the total headcount was 276 due to two applicants participating in a job-share arrangement.

| INTERN POSITIONS IN SOUTH AUSTRALIA (Intern training years 2016 – 2021) | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| LOCAL HEALTH NETWORK (LHN) | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
| Central Adelaide LHN | | | | | | |
| > Royal Adelaide Hospital | 129 | 130 | 131 | 130 | 131 | 132 |
| > The Queen Elizabeth Hospital | | | | | | |
| Southern Adelaide LHN | | | | | | |
| > Flinders Medical Centre | 69 | 69 | 69 | 70 | 69 | 75 |
| > Noarlunga Health Service | | | | | | |
| Northern Adelaide LHN | | | | | | |
| > Modbury Hospital | 47 | 47 | 50 | 50 | 54 | 56 |
| > Lyell McEwin Hospital | | | | | | |
| Limestone Coast LHN | | | | | | |
| > Mount Gambier Districts Health Service | 5 | 5 | 5 | 7 | 7 | 7 |
| Flinders and Upper North LHN | | | | | | |
| > Whyalla Districts Health Service | 0 | 0 | 0 | 5 | 5 | 5 |
| TOTAL | 250 | 251 | 255 | 262 | 266 | 275 |

National intern positions

For the 2021 medical intern year across all states and territories there was a total of 3635 intern positions; this was an increase of 65 positions from the 2020 medical intern training year.

Currently South Australia has 7.6 percent of all Australian intern positions, in comparison to having 6.9 percent of the Australian population.¹

Allocation data

A total of 372 offers were made for intern positions in South Australia across all category groups. A further three offers occurred after the allocation process was finalised via the Late Vacancy Management Process (LVM).

Resulting allocation data by location of study provided below:

| University Location | Successful Graduates |
|---------------------|----------------------|
| South Australia | 232 |
| Interstate | 36 |
| Malaysia | 4 |
| Overseas - other | 1 |
| TOTAL | 273 |

¹ Population data from Australian Bureau of Statistics, 3101.0 - Australian Demographic Statistics, March 2019.

Allocation breakdown by Category Group below:

| Category Group | Eligible Applicants | Total Offers Made (including LVM*) | Total LVM offers made | Acceptances | Declines | Accept then withdrawn |
|----------------|---------------------|------------------------------------|-----------------------|-------------|-----------|-----------------------|
| Category 1 | 208 | 208 | 0 | 191 | 5 | 12 |
| Category 2 | 63 | 63 | 0 | 32 | 25 | 6 |
| Category 3 | 46 | 46 | 0 | 41 | 3 | 2 |
| Category 4 | 65 | 52 | 3 | 6 | 44 | 2 |
| Category 5 | 94 | 3 | 0 | 3 | 0 | 0 |
| TOTAL | 476 | 372 | 3 | 273 | 77 | 22 |

*LVM – Late Vacancy Management Process – may include offers to applicants who did not apply for a position in SA and as such may not be included in the 'Eligible Applicants' figures.

Late Vacancy Management Process

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

The purpose of the LVM process is to ensure applicants who have not yet received an internship offer in any jurisdiction across Australia are the only applicants to receive further offers that arise after the last National Audit. This process provides better opportunities to fill late vacancies with applicants who are yet to receive a 2021 internship offer. It also reduces the risk for employers of losing applicants to late offers from other jurisdictions.

The LVM process runs as a supplementary process from 30 November 2020 to 26 March 2021.

Three South Australian internship offers were made to applicants after the LVM had commenced, none of these accepted.

Preference analysis

A preference analysis was undertaken on all applicants who received an internship offer. Seventy-six percent of applicants who received an offer of internship in South Australia received their first preference, 12 percent or under received their second or third preference and 1 percent received their fourth preference allocations.

Preference analysis for intern applicants who received an offer in SA



Intern declines

Over the past five years South Australia has experienced an 11 percent to 14 percent decline/withdrawal rate from its category 1 applicants. In comparison, recruitment for the 2021 intern year saw a six percent decline rate from category 1 applicants.

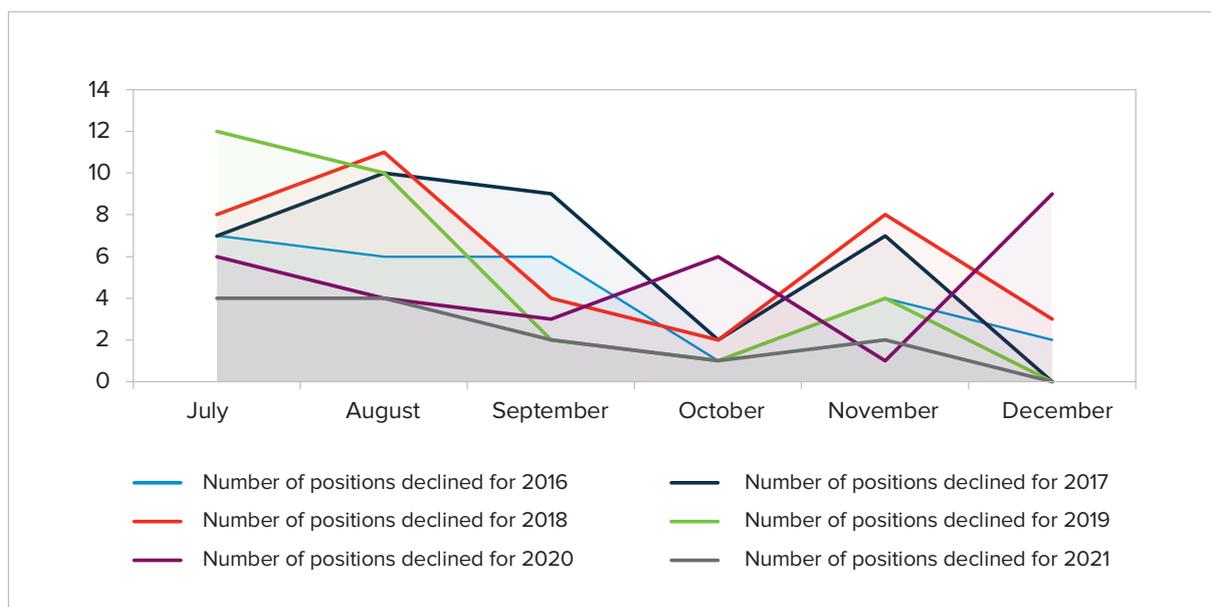
Declines and withdrawals from this group of applicants allow for any unmatched applicants to be allocated to an intern position. Historical decline rates are used by SA Health to predict whether the 2006 COAG agreement to guarantee all Commonwealth-supported applicants with an intern position will be met in a timely manner.

July and November experienced a high number of declines and withdrawals during the 2021 intern recruitment.

The national Late Vacancy Management Process commenced in November with the aim of stabilising the allocation results and providing certainty to the LHNs and applicants earlier in the year.

Timing of intern position declines and withdrawals 2016 -2021

(Commonwealth-supported SA applicants)



Rotation selection

Interns are required to undertake a variety of clinical placements during their intern year. This includes core rotations in appropriate medical, surgical and emergency units and is a requirement of their medical registration. 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 and prevocational accreditation.

Applicants who accepted an offer were asked to complete an online rotation preference form for the South Australian LHNs. The relevant LHN rotation list was provided via a secondary online data collection for applicants to preference the available rotations and to provide a brief statement regarding their career pathway intentions (if known). They were also asked to request any specific annual leave dates.

This information is useful to Local Health Networks (LHNs) for rostering and career planning and assists with future medical workforce and education planning in South Australia.

National Audit of Intern Acceptances

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

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.

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 resolve which offer an applicant truly intends to accept when two or more offers have been accepted in different jurisdictions. In 2020, four audits of intern acceptances were undertaken.

² *The Terms of Use that are accepted by applicants when applying for a position allow positions to be withdrawn from applicants in order to ensure timely management of multiple acceptances or in the event that an applicant is subsequently found to be ineligible.*

POSTGRADUATE YEAR 2 AND BEYOND (PGY2+)



648

Eligible applicants
applied for a position



468

PGY2+ positions
across SA Local
Health Networks



425

Positions filled
in SA

Following the successful completion of a medical intern year, junior doctors may begin pre-specialist training or undertake general training. These positions are generally known as prevocational positions. This subsequent training year provides junior doctors with further clinical experience allowing 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.

General 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, therefore the data presented within this report is not a complete representation of South Australia's PGY2+ workforce.

Allocation of Advanced 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.

ELIGIBILITY CRITERIA FOR A 2021 PGY2+ POSITION IN SOUTH AUSTRALIA

To apply for a PGY2+ position in South Australia:

- > You must be eligible for **general registration** as a medical practitioner in Australia issued by the Medical Board of Australia on or before the February start date.
- > You must be available for a 12 month contract commencing on the February start date.
- > You must meet Ahpra and SA Health's recency of practice requirements. SA Health requires applicants to have practiced as a medical officer with paid employment (not an observership) within two years at the time of submitting your application.
- > You cannot have accepted a Targeted Voluntary Separation Package from SA Government within the last three years.

Applications

Applications for 2021 PGY2+ positions in South Australia opened on Monday 8 June 2020 and closed at 11:55pm (ACST) on Wednesday 1 July 2020. The SA MET Unit utilises an online application system for PGY2+ positions, which allows applicants to submit employment applications, nominate referees and select their four 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 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 ranked on merit by selection panels. The SA MET Unit then matches applicants to positions according to applicant preferences, selection panel ranking and the number of available positions.

| Eligibility Status | 2018 applications | 2019 applications | 2020 applications |
|--|-------------------|-------------------|-------------------|
| Total applications received | 885 | 1054 | 1236 |
| Ineligible/incomplete application | 211 | 165 | 147 |
| International Medical Graduates requiring General Registration | 101 | 192 | 347 |
| Eligible South Australian* applicants | 469 | 497 | 508 |
| Eligible Outside South Australia* applicants | 101 | 110 | 140 |
| Withdrawn pre-allocation - SA | 19 | 45 | 51 |
| Withdrawn pre-allocation - interstate | 15 | 35 | 37 |
| Withdrawn pre-allocation – IMG | 3 | 10 | 6 |

**based on State of residential address*

Fifty-six percent of eligible applicants (non-IMG) were female and 44% male.

International Medical Graduates (IMG)

Applications from IMGs were identified as those applicants who did not yet have General Registration. These applicants have varying levels of registration prior so were grouped as those on the AMC Competent Authority pathway, those on the AMC Standard pathway who have completed AMC part 1, those on the AMC Standard pathway who have completed AMC part 1 and part 2 and finally those already working in an Australian hospital with limited or provisional registration.

Although these applicants did not have General Registration they may have been suitable for appointment in alternative positions.

Sixty-five percent of eligible IMG applicants were female and 35 percent male.

IMGs were advised that their details would be retained in a centralised database and distributed to the LHNs to fill appropriate vacancies. SA MET will continue to collect IMG applications in future years.

Part-time applications

Applicants are encouraged to apply for flexible working arrangements if required. In 2020, six eligible applicants indicated within their PGY2+ application that they wished to work on a part-time basis. Applicants generally request to work between 0.4 FTE and 0.9 FTE. Four of these applicants accepted a PGY2+ position and negotiated with their allocated LHN to work part-time.

Part-time appointments may be considered by some health networks, however are not guaranteed. During the allocation process, part time applications are flagged with the relevant programs and each case considered on an individual basis.

Statewide selection

Recruitment into a number of PGY2+ positions occurs via a statewide approach. This means that applications are assessed by panel members from each metro LHN for that position type in regard to short-listing, interviewing and ranking.

For 2021, there were 32 different position types on offer across the LHNs; 14 of these operated using a statewide recruitment process. Using statewide selection effectively reduces the amount of applications that have to be assessed by each LHN.

***Example:** Rather than being interviewed three separate times if an applicant preferred Basic Physician Training at Northern Adelaide LHN (NALHN), Central Adelaide LHN (CALHN) and Southern Adelaide LHN (SALHN) they would have one single interview for BPT.*

For Basic Physician Training across the metropolitan hospitals, a total of 275 preferences were received. If selection and ranking was performed at each LHN individually, CALHN would have had 108 applications to review, SALHN would have had 98 applications to review and NALHN 69 applications to review and all LHNs would likely be assessing the same applicants.

Using a statewide process there were only 134 unique applicants and if these are divided evenly amongst the metropolitan LHNs, they would only have to assess 44 applications each, refer table below.

| Position | Number of unique applicants | Number of individual preferences |
|---|-----------------------------|----------------------------------|
| Statewide General Training/General Practice Training | 498 | |
| CALHN 1-100 General Training/General Practice Training | | 395 |
| NALHN 5-100 General Training/General Practice Training | | 305 |
| SALHN 3-100 General Training/General Practice Training | | 364 |
| | | 1064 |
| Statewide Basic Physician Training - Adult Medicine | 134 | |
| CALHN 1-300 Basic Physician Training - Adult Medicine | | 108 |
| NALHN 5-300 Basic Physician Training - Adult Medicine | | 68 |
| SALHN 3-300 Basic Physician Training - Adult Medicine | | 98 |
| | | 274 |
| Statewide Surgical RMO Rotations | 133 | |
| CALHN 1-400 Surgical RMO Rotations | | 99 |
| NALHN 5-400 Surgical RMO Rotations | | 69 |
| SALHN 3-400 Surgical RMO Rotations | | 89 |
| | | 257 |
| Statewide Obstetrics & Gynaecology (12 Months) | 52 | |
| NALHN 5-500 Obstetrics & Gynaecology (12 Months) | | 36 |
| WCH 4-500 Obstetrics & Gynaecology | | 47 |
| SALHN 3-500 Obstetrics & Gynaecology (12 Months) | | 36 |
| | | 119 |
| NALHN ENT Surgery Service Posts | 11 | |
| NALHN 6-460 ENT Surgery Service Post – Modbury | | 10 |
| NALHN 5-460 ENT Surgery Service Post - Lyell McEwin | | 9 |
| | | 19 |
| Statewide Medical Service Resident | 84 | |
| NALHN 5-600 Medical Service Resident | | 42 |
| SALHN 3-600 Medical service Resident | | 39 |
| | | 81 |
| TOTAL | 912 | |

The main advantages of using a statewide selection process are that it reduces double handling of applications amongst the LHNs, reduces inconvenience for applicants and promotes comradery between the different sites.

Referee reports



PGY2+ applicants are required to nominate referees who can provide referee reports during the selection process. Applicants nominated a minimum of two referees by providing their names, email addresses and phone numbers. Referee report forms were made available via an online form which was emailed to the referee once the applicant submitted their job application. The referee is provided 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.

2288 referees were nominated by applicants with 86 percent of these referees completing their referee reports. Some referees were nominated to complete reports for multiple applicants, ie. of the 2288 nominations, 1291 were unique referees.

Interviews

The majority of training positions nominated to interview their candidates prior to ranking them. The selection criteria for each program were specified in the individual job packs which were available through the SA Health careers web page. Selection panels arranged interview times and interviews as part of the selection and ranking procedures independently from SA MET.

Selection panels were asked to provide advanced notice of interview dates to ensure applicants could arrange time to attend. Notices were published in the program job packs when known and circulated via CE Check to all LHN staff advising them of approximate dates. A commitment to offer interviews via video conference where possible to ensure interstate and regional applicants would not be disadvantaged was also continued in 2020.

Allocations

The allocation of PGY2+ applicants is undertaken in rounds based on applicants' preferences and the training programs' ranking. The SA MET Unit makes all offers to applicants and collects their responses. Offers continue until all positions are full or the ranked lists are exhausted.

Offers for general training positions (except first preferences) occur after the other training streams have received their offers to maximise applicants' chances of receiving their highest pre-specialty preferences and reducing the amount of withdrawals in general training. This change was initially implemented in 2016.

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 selection panels may offer unmatched and unranked applicants a position.

Allocation data



45 applicants withdrew from their position after initially accepting it while 54 declined their initial offer.

Refer to table below for full breakdown of allocation process and offers.

2020 Allocation results for the 2021 clinical year

| Position | 2021 Positions | Number of preferences ** (Non - IMG) | Offers Made (standard rounds) | LVM offers made | Acceptances / Positions filled | Declines | Accept then withdrawn | Positions available |
|---|----------------|--------------------------------------|-------------------------------|-----------------|--------------------------------|----------|-----------------------|---------------------|
| CALHN 1-100 General Training/ General Practice Training | 120 | 395 | 136 | 0 | 114 | 13 | 10 | 6 |
| CALHN 1-300 Basic Physician Training - Adult Medicine | 27 | 108 | 27 | 0 | 27 | 0 | 0 | 0 |
| CALHN 1-400 Surgical RMO Rotations | 24 | 99 | 32 | 0 | 22 | 3 | 7 | 2 |
| DASSA 8-100 General Training/ General Practice Training | 1 | 9 | 1 | 0 | 1 | 0 | 0 | 0 |
| Limestone Coast Training Network 10-100 - Rural Generalist/General Training | 6 | 27 | 7 | 2 | 6 | 1 | 3 | 0 |
| LCLHN 10-110 DRANZCOG | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 1 |
| LCLHN 10-300 Adult Internal Medicine - Advanced Skills | 1 | 2 | 1 | 0 | 1 | 0 | 0 | 0 |
| LCLHN 10-600 Emergency Medicine ACRRM Advanced Specialised Training | 2 | 3 | 1 | 0 | 0 | 0 | 1 | 2 |
| TAPPP 7-700 The Adelaide Prevocational Psychiatry Program | 33 | 37 | 25 | 0 | 23 | 2 | 0 | 10 |
| NALHN 5-100 General Training/ General Practice Training | 69 | 305 | 81 | 1 | 66 | 12 | 5 | 3 |
| NALHN 5-300 Basic Physician Training - Adult Medicine | 25 | 68 | 20 | 0 | 15 | 2 | 3 | 10 |
| NALHN 5-400 Surgical RMO Rotations | 4 | 69 | 5 | 0 | 4 | 1 | 0 | 0 |
| NALHN 5-500 Obstetrics & Gynaecology (12 Months) | 9 | 36 | 10 | 0 | 9 | 1 | 0 | 0 |
| NALHN 5-550 Obstetrics & Gynaecology (6 months) with Paediatrics (6 Months) | 4 | 26 | 5 | 0 | 4 | 2 | 1 | 0 |
| NALHN 5-600 Medical Service Resident | 9 | 42 | 8 | 0 | 7 | 1 | 0 | 2 |
| NALHN 6-450 General Surgery Service Post - Modbury | 4 | 38 | 4 | 0 | 3 | 0 | 3 | 1 |
| NALHN 5-460 ENT Surgery Service Post - Lyell McEwin | 1 | 9 | 1 | 0 | 1 | 0 | 0 | 0 |

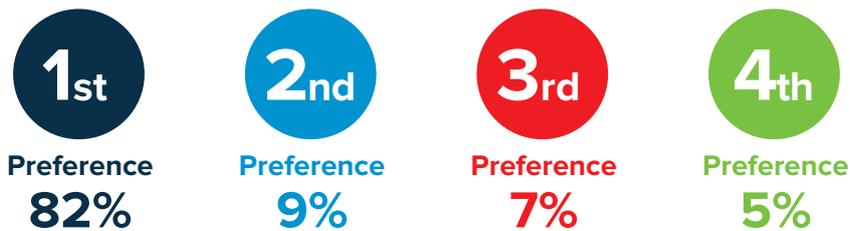
| Position | 2021 Positions | Number of preferences ** (Non - IMG) | Offers Made (standard rounds) | LVM offers made | Acceptances / Positions filled | Declines | Accept then withdrawn | Positions available |
|---|----------------|--------------------------------------|-------------------------------|-----------------|--------------------------------|-----------|-----------------------|---------------------|
| NALHN 6-460 ENT Surgery Service Post - Modbury | 1 | 10 | 1 | 0 | 1 | 0 | 0 | 0 |
| SALHN 3-100 General Training/ General Practice Training | 60 | 364 | 68 | 0 | 60 | 5 | 4 | 0 |
| SALHN 3-300 Basic Physician Training - Adult Medicine | 14 | 98 | 16 | 0 | 13 | 1 | 2 | 1 |
| SALHN 3-400 Surgical RMO Rotations | 15 | 89 | 16 | 0 | 14 | 2 | 1 | 1 |
| SALHN 3-500 Obstetrics & Gynaecology (12 months) | 1 | 36 | 1 | 0 | 1 | 0 | 0 | 0 |
| SALHN 3-600 Medical Service Resident | 2 | 39 | 2 | 0 | 1 | 1 | 0 | 1 |
| WCH 4-100 Prevocational Resident Program | 16 | 58 | 20 | 1 | 16 | 4 | 1 | 0 |
| WCH 4-500 Obstetrics & Gynaecology | 9 | 47 | 11 | 1 | 8 | 2 | 3 | 1 |
| Upper Northern Training Network 11-100 Rural Generalist/ General Training | 6 | 26 | 6 | 0 | 4 | 1 | 1 | 2 |
| Whyalla 12-700 Rural Generalist Psychiatry - Advanced Skills | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 |
| Port Augusta 12-600 General Inpatient/ED | 1 | 3 | 1 | 0 | 1 | 0 | 0 | 0 |
| Whyalla 12-650 General Inpatient/ED | 2 | 6 | 2 | 0 | 2 | 0 | 0 | 0 |
| TOTAL | 468 | 2053 | 509 | 5 | 425 | 54 | 45 | 43 |

*Late Vacancy Management

**Preference data does not include those applicants who withdrew prior to allocation

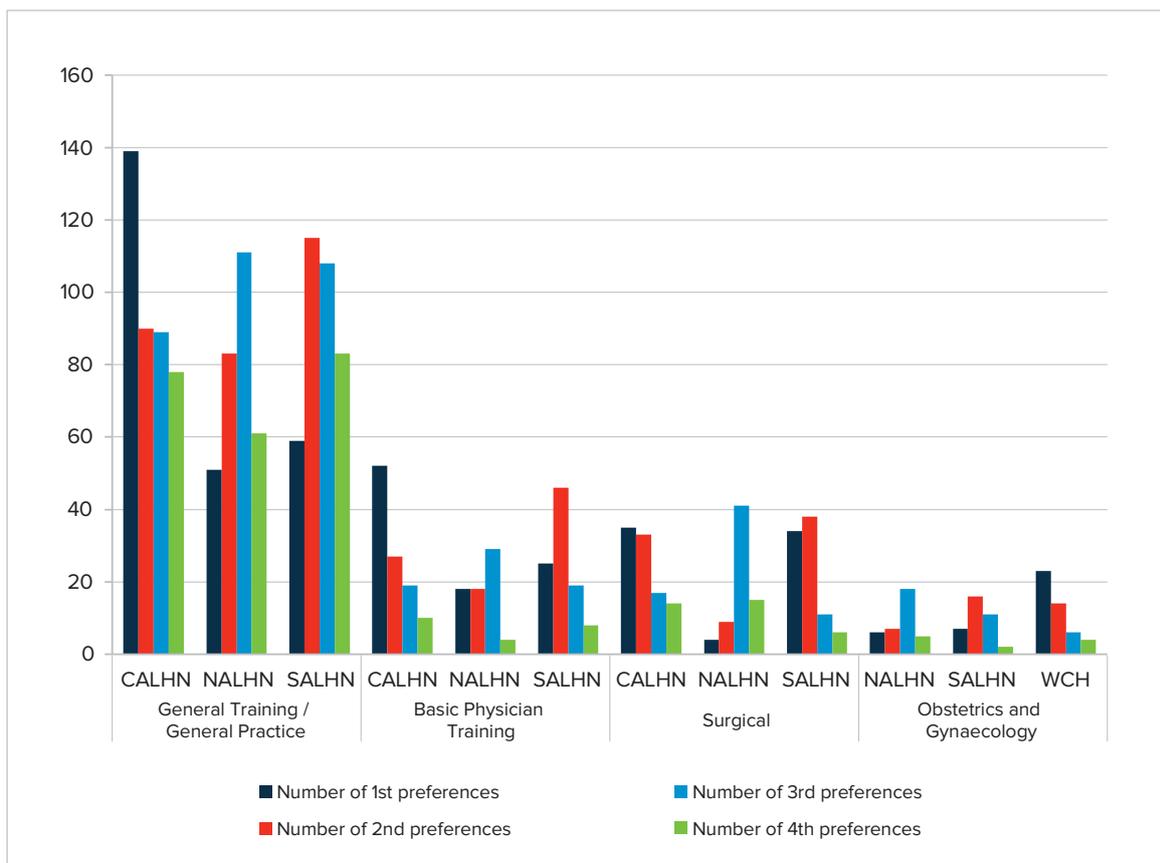
Applicant preferences

By implementing a staggered approach to the timing of PGY2+ offers more applicants were offered their first preference as there was an increased opportunity for declines to be collated prior to making further offers.



Eighty-two percent of applicants received an offer for their first preference.

Number of preferences for statewide programs



An analysis was undertaken on each of the available positions to determine the popularity of these in comparison to like positions at different sites. This analysis may provide an indicator of where additional promotion may be required or collaboration between the LHNs to ensure that they are providing a similar experience across the different sites.

Late Vacancy Management process

A Late Vacancy Management (LVM) process to manage vacant positions after the last round of allocations was undertaken by the SA MET Unit in conjunction with the LHNs. The purpose of the LVM process was to ensure that vacant positions that arose after the allocation process could be filled by applicants who were yet to receive an offer.

Applicants were notified by email if they had been unsuccessful in securing a 2021 PGY2+ offer and were advised that they would be included in the LVM process unless they withdrew their application. The LHNs were provided with applications for these applicants and a spreadsheet containing eligible applicants and IMG applicants who had not been matched to a position. The LHNs notified the SA MET Unit if they would like to make an LVM offer and this applicant would be removed from the LVM list.

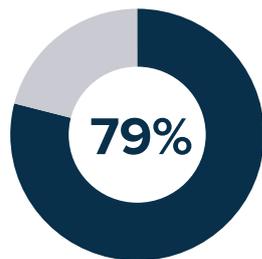
Evaluation

Each year an evaluation of the PGY2+ allocation and appointment process is undertaken in order to allow for revisions to the system to further improve it. Following the 2020 PGY2+ allocation and appointment process, SA MET undertook an evaluation via survey with selection panels and applicants to investigate where improvements and efficiencies could further enhance the selection and recruitment of PGY2+ positions in South Australia.

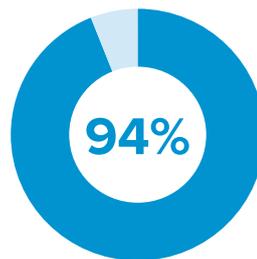
Eighty-five applicants completed the survey.

Eighty-five percent of applicants either agreed or strongly agreed that having a centralised PGY2+ application and recruitment process in SA is a valuable resource and 73 percent agreed or strongly agreed that the system is an advantage to seeking employment in SA.

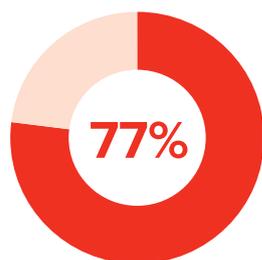
Other responses from applicants included:



believed the position 'Job Packs' adequately prepared them for the application process



understand or somewhat understand how the PGY2+ allocation process works



felt the quantity and quality of communications from SA Health (SA MET and individual LHN Program Coordinators) was adequate



valued the ability to change the order of their preferences after application submission

For more information

www.sahealth.sa.gov.au

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