Medical Careers Information
Austin Health

Austin Health values play a critical role in shaping how we operate as an organisation. They influence our performance, planning, recruitment, training and development, our relationships with colleagues, work mates, our patients and their relatives and friends.

The Austin Health values set a standard that we expect all staff to live up to in the way they undertake their duties and responsibilities across the Hospital.

Our Values:

INTEGRITY
We work in the spirit of collaboration and honesty to build effective working relationships across the whole organisation.

ACCOUNTABILITY
We are transparent, responsible and build trust by fulfilling promises and communicating effectively.

RESPECT
We care about others and treat each other with consideration, equality and fairness.

EXCELLENCE
We continually strive to advance patient focused care through innovation, research and effective stakeholder management.
About Austin Health

Austin Health is the major provider of tertiary health services, health professional education and research in the North-East of Melbourne. Austin Health is worldrenowned for its research and specialist work in many fields of medicine and provides state wide services in liver transplantation, spinal cord injuries, respiratory support services, toxicology and paediatric mental health. It is also the centre for veteran mental health services.

Austin Health comprises Austin Hospital, Heidelberg Repatriation Hospital and the Royal Talbot Rehabilitation Centre, with a total bed capacity of over 950 beds.

SERVICES OVERVIEW

Austin Health provides high quality patient care to the community and veterans and has achieved national and international recognition in many fields.

Specialist services include:
- cardiology and cardiac surgery
- spinal injuries
- neurosurgery
- rehabilitation services
- cancer
- neurological disorders including epilepsy and stroke
- liver and renal transplant
- aged care
- respiratory disease (including asbestosis and mesothelioma)
- extensive general medicine & surgery
- high level diagnostic services across all modalities
- vascular surgery
- orthopaedic surgery
- urology
- psychiatry - including mood disorders unit for mothers and babies, an eating disorders unit and a child and adolescent mental health unit

Eight independent research institutions are based at Austin Health, where leading research on cancer, diabetes, respiratory disease, liver disease, heart disease, stroke, epilepsy and psychiatry is conducted.
Welcome to Austin Health

WELCOME FROM THE CHIEF MEDICAL OFFICER

Austin Health is a large busy tertiary Health Service providing care to our local community in the North-East of Melbourne as well as a more extended catchment throughout Victoria and interstate for designated quaternary services such as Liver transplant and Spinal Services. We are based on three campuses with the largest being at Heidelberg; collectively we operate in excess of 950 inpatient beds and provide care to almost 100,000 inpatients a year with our services spanning all facets of medicine with the exception of direct obstetric care. The health service continues to grow with the Olivia Newton John Cancer and Wellness Centre expected to open on 22nd June 2012, an additional four (4) operating theatres at our Repatriation campus being due for completion late 2012, and over 60 capital works projects underway across all sites.

YOUR ROLE

Your role at Austin Health is supported by a comprehensive network of services, staff and facilities. The Medical Workforce Unit is an evolving service designed specifically to support doctors across the spectrum; beginning with engagement and assisting in day to day issues and career development. The Clinical Education Unit is a growing interdisciplinary service with a large educational framework supporting extensive facilities including a simulation centre and learning laboratories. Our HMO Committee meets monthly with senior staff and there is a thriving HMO Society which plans social events and oversees the wellbeing of all our Doctors in Training.

TRAINING AND DEVELOPMENT

We provide in depth training in virtually all specialties (noting the exception of Obstetrics) and have the largest and most successful Physician and Surgical training programs in Victoria. Our medical staff undertake rotations to a wide number of other services, both within the public and private sector and interstate, with very strong affiliations with Northern Health and Bendigo Health. This is embedded within a strong academic culture with a number of prominent Research Institutes based on site and working collaboratively with Austin Health to promote advances in medicine at many levels. The Ludwig Institute for Cancer Research and the Melbourne Brain Centre are but two such organisations, both having extensive international presence and achievements.

LONG TERM CAREER PLANNING

Long term career planning is a strength with a full time senior medical staff base of over 150 doctors and in excess of 350 VMOs currently engaged, many having trained at Austin Health in their early careers and maintaining a long association with Austin Health. We are constantly reviewing opportunities for expanding training and enhancing clinical experiences and have continued to grow our Doctors-in-training numbers and positions every year to strengthen this, including some very innovative roles.

THE FUTURE BECKONS.
Austin Health
- Our Sites

The Austin Hospital is located in Heidelberg, 20 minutes North-East of Melbourne’s city centre. The hospital underwent a major redevelopment in 2005, and as such offers state of the art facilities. It is housed in one of two new hospital towers, the other tower occupied by Mercy Hospital for Women.

AUSTIN HOSPITAL

The redeveloped Austin Hospital now features:

- >400 acute beds
- a 20-bed intensive care unit
- one of the state’s largest adult emergency units and a specialist six-bed unit for children
- a purpose-built, high-tech spinal unit to serve all of Victoria and Tasmania
- infectious diseases isolation rooms in each ward
- almost a quarter of rooms as single-bed rooms
- en suite facilities in all rooms
- additional and refurbished operating theatres; totalling 20 by end of 2012
- an expanded mental health precinct with 55 mental health beds, including 15 adult acute psychiatry beds, nine beds for the Mood and Eating Disorder Unit and six beds for the Parent Infant Unit
- a unique teaching, training and research precinct including a teaching space and laboratory on each level of the Austin Hospital Tower.
HEIDELBERG REPATRIATION HOSPITAL

The Heidelberg Repatriation Hospital has a proud history of caring for Veterans and War Widows. Originally built in 1941, the hospital became part of Austin Health in 1995.

Today the Heidelberg Repatriation Hospital continues to treat Veterans and War Widows and also provides services to the wider community including, day surgery, palliative care, mental health services, aged care, and outpatient services such as radiotherapy, nuclear medicine, radiation oncology and radiology.

Heidelberg Repatriation Hospital has a proud heritage of caring for Veterans and War Widows, and over many years areas have been named to reflect this heritage.

These are: Centaur Wing, Tobruk Centre, Flanders Wing, Darley House, Red Cross Centre, Vivian Bullwinkel Room, 115 H.M.H. Meeting Room, Remembrance Garden, Gallipoli Gardens, Memorial Rose Garden and Duckboard Walk

Within the hospital are many plaques and gallery spaces, including in the Outpatient Department where memorabilia, the Heidelberg Repatriation Hospital tapestry and the flag of the 2/4th AGH are displayed.

ROYAL TALBOT REHABILITATION CENTRE

Royal Talbot Rehabilitation Centre as part of Austin Health’s Sub-Acute services is a specialist provider of intensive rehabilitation programs catering to people with a wide range of disabilities.

Services include:

- Inpatient programs and extend into the community offering a range of outpatient program and home based programs.
- Innovative flexible services are offered to empower patients to live with dignity and self-respect.
- Dedicated therapy, nursing and medical staff use specialised team approaches.
- Family and patient education is an important aspect of the rehabilitation program.
Medical Workforce Unit (MWU)

The Austin Medical Workforce Unit is the “one stop shop” for all administrative matters relating to Medical Staff. The Medical Workforce Unit (MWU) is responsible for oversight and facilitation of all medical employment for Senior and Junior Medical Staff across Austin Health. The MWU operates through two streams – Junior Medical Staff and Senior Medical Staff.

The Medical Workforce Unit’s overall responsibilities are:

- Strategic planning for medical workforce in conjunction with Clinical Service Units
- Appointment of Medical Staff (Junior, Senior, Honorary, etc)
- Coordination of appointment and Recruitment processes – SMS
- Marketing and development of medical staff positions

Policy and advice - industrial (EBAs/Awards), locum cover, sabbatical, roster planning, workload, career advice, leave, IMG Services, AHPRA registration and Visas.

JUNIOR MEDICAL STAFF

The Junior MWU Staff team are responsible for the following key areas:

- Recruitment
- Appointments (Classification / Notification etc.)
- Rotation / Roster Allocation
- After Hours Roster Management
- Orientation (in conjunction with Medical Education Unit)
- Roster Development and Rostering
- Training and Evaluation (in conjunction with Medical Education Unit)
- Leave Cover Allocation
- Timesheet / Pay Issues
- Feedback Meetings / Sessions with Hospital Medical Officers

MWU team is also on-call after hours for after hours roster issues.
Intern rotations 2013

Intern rotations at Austin Health meet all the requirements of the Medical Board of Australia (MBA) with relation to core rotations. In addition to our Austin Health based rotations, we also offer external rotations to Echuca (Echuca Regional HealthCare and Echuca PGPPP) and the Victorian Institute of Forensic Medicine (VIFM).

Rotations on offer at Austin Health include:

- General Surgery
- General Medicine
- Emergency Medicine (some rotations complete a proportion of core Emergency Medicine at Echuca Regional HealthCare)
- ENT Surgery
- Aged Care
- Stroke
- Orthopaedic Surgery
- Endocrinology/Diabetes
- Spinal Medicine
- Vascular Surgery
- Rehabilitation Medicine
- Cardiac Surgery
- Gastroenterology
- Liver Transplant Unit
- Urology
Intern Orientation & Support

Austin Health is committed to providing a comprehensive and useful orientation to the role of an intern at Austin Health. Our three day program covers mandatory annual training (fire training, hand hygiene and aggression management) as well as practical sessions conducted by the Clinical Education Unit to have you “patient ready” to commence work, including basic life support training.

The orientation program at Austin Health includes a day of working with the intern finishing their intern year to familiarise yourself with the unit and the intricacies of how the unit operates. Most interns find this opportunity invaluable in helping them gain a real grasp of how things work.

In addition to the shadowing day, Austin Health provide an Intern Liaison Officer (an intern who has just completed their intern year) to act as an additional resource for new interns during their first week, particularly in the out of hours time periods (cover shifts and weekend shifts). The Intern Liaison Officer role has been in place for the last three years, and the feedback has been overwhelmingly positive about the additional support provided by this role.

We all appreciate the challenges of settling into a new role as a doctor; the transition from student to doctor can be stressful and at times overwhelming. Austin Health’s Medical Workforce Unit have developed a “buddy” system to assist in this transition. All new interns are allocated a “buddy” who will contact them in their first weeks of work to see how things are going. We endeavour to allocate buddies outside of the unit you are working in, as some people feel that asking for help or admitting you are a little overwhelmed within your own unit is not a sensible thing to do! Feedback about the buddy system has also been positive.

A Mentorship Program is also available to all Junior Medical Staff, including interns. The mentorship program allows you to either complete training to become a mentor, or to participate in the program by selecting a mentor for yourself to assist in career development or other advice you may want to discuss with your mentor.

The Supervisor of Intern Training (SIT) is another invaluable resource for our intern group. The current SIT is a young and dynamic Infectious Diseases Consultant who is interested in your professional development and career goals as well as your general welfare.

Intern education sessions are conducted each and every week, and are focused not only on required teaching but also areas of interest expressed by the intern group. Intern education is pager free and protected time.
HMO2 positions at Austin Health

Austin Health jointly recruits with Northern Health to the HMO2 positions, and will continue this practice for 2013. HMO2 positions at Austin Health and Northern Health are filled through the PMCV Computer Matching process. Since the computer matching process was introduced, all streams (medical, surgical and general) have been fully matched for the joint recruitment process.

All HMO2 staff are supported at Austin Health with HMO2/HMO3 weekly education sessions, career advice from HMO2 level supervisors, and unit specific handbooks prior to the commencement of each rotation.

HMO2 ROTATIONS

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<thead>
<tr>
<th>MEDICAL</th>
<th>SURGICAL</th>
<th>GENERAL</th>
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<tbody>
<tr>
<td>Aged Care</td>
<td>Emergency Medicine</td>
<td>Emergency Medicine</td>
</tr>
<tr>
<td>Cardiology</td>
<td>Neurosurgery</td>
<td>Ophthalmology</td>
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<td>Emergency Medicine</td>
<td>Ophthalmology</td>
<td>Orthogeriatrics</td>
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<td>Orthopaedics</td>
<td>Orthopaedics</td>
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<tr>
<td>Neurology</td>
<td>Urology</td>
<td>Paediatrics</td>
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<td>Oncology</td>
<td>Thoracic Surgery</td>
<td>Palliative Care</td>
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<td>Palliative Care</td>
<td>Plastic Surgery</td>
<td>PGPPP</td>
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<tr>
<td>Renal Medicine</td>
<td>Vascular Surgery</td>
<td>Psychiatry</td>
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<tr>
<td>Thoracic Medicine</td>
<td>Emergency Surgery</td>
<td>Rehabilitation</td>
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<td></td>
<td>General Surgery</td>
<td>Urology</td>
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</tbody>
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External rotations are available for varying HMO2 roles at the following Health Services: Northern Health (incorporating Northern Hospital, Bundoora Extended Care Centre and Broadmeadows Health Service) and Echuca Regional Health. Rotations are also available at the following General Practitioners clinics: Heidelberg, Preston, Coburg, Coolaroo, Sunbury and Northern Territory.
HMO3 positions at Austin Health

Austin Health jointly recruits with Northern Health to the HMO3 positions, and will continue this practice for 2013.

Physician training HMO3 positions (BPT2) at Austin Health and Northern Health are filled through the PMCV Computer Matching process. Since the computer matching process was introduced, we have been fully matched to all available BPT2 positions.

HMO3 Surgical, HMO3 General and HMO3 Critical Care positions at Austin Health and Northern Health are recruited to outside of the Computer Matching process, as are all such positions across the state of Victoria.

The HMO3 General stream focuses heavily on achieving the requirements for entering the General Practice training stream, and includes some opportunities to undertake 6 month obstetric rotations in addition to further PGPPP exposure.

Critical Care years are also offered at HMO3 level at Austin Health. Roles within the critical care stream are recruited jointly through the Department of Anaesthesia, the Emergency Department, and the Intensive Care Unit, with time spent in each area of specialty.

HMO3 ROTATIONS

<table>
<thead>
<tr>
<th>SURGICAL</th>
<th>GENERAL</th>
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<tbody>
<tr>
<td>Plastics Surgery</td>
<td>PGPPP</td>
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<tr>
<td>Orthopaedic Surgery</td>
<td>Palliative Care</td>
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<tr>
<td>Thoracic/Paediatric Surgery</td>
<td>Medicine/Emergency (Echuca)</td>
</tr>
<tr>
<td>Urology</td>
<td>Psychiatry</td>
</tr>
<tr>
<td>Vascular Surgery</td>
<td>Intensive Care Medicine</td>
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<tr>
<td>Cardiac Surgery</td>
<td>Obstetrics</td>
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<tr>
<td>General Surgery</td>
<td>Emergency Medicine</td>
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<tr>
<td>Intensive Care Medicine</td>
<td>Rehabilitation Medicine</td>
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<td>Night Duty</td>
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Registrar positions at Austin Health

Austin Health recruits jointly with Northern Health for Registrar positions in General Medicine (Basic Physician Training) and General Surgery (Non-Accredited training roles), and recruits both jointly and independently for Advanced Trainee positions in most sub-specialties.

Advanced Trainee positions are available in the following specialties at Austin Health:

- Aged Care
- Anaesthesia
- Anatomical Pathology
- Cardiology
- Clinical Pharmacology
- Dermatology
- Emergency Medicine
- Endocrinology
- Gastroenterology
- Geriatric Medicine
- Haematology
- Infectious Diseases
- Intensive Care
- Interventional Radiology
- Microbiology
- Nephrology
- Neurology
- Nuclear Medicine
- Oncology
- Ophthalmology
- Palliative Care
- Paediatric Medicine
- Psychiatry
- Radiology
- Radiation Oncology
- Rehabilitation Medicine
- Respiratory Medicine
- Rheumatology
Registrar positions at Austin Health

Surgical Training opportunities at Austin Health are extensive, with most sub-specialties represented on site.

Some training programs are recruited to independent of the RACS allocation process, however the majority of surgical training positions are allocated through the RACS process.

Surgical training is available in the following specialties at Austin Health:

- Urology
- ENT/Head and Neck Surgery
- Orthopaedic Surgery
- Vascular Surgery
- Thoracic Surgery
- Cardiac Surgery
- Plastic and Reconstructive Surgery
- General Surgery
- Neurosurgery including Epilepsy Surgery
- Ophthalmological Surgery
- Hepatobiliary/Transplant Surgery
- Colorectal Surgery
- Upper Gastro-intestinal Surgery
- Maxillofacial Surgery
- Breast Surgery

In addition to the wide range of specialty surgical training programs represented at Austin Health, a large number of Non-accredited Surgical trainee positions are supported throughout the hospital.

These positions support the Accredited training positions with relation to leave and examination cover within the General Surgical training program, and allow for additional opportunities for many experienced doctors who have not yet been accepted into Specialty training programs in Surgery. In 2012, sixteen Unaccredited Training positions supported the General Surgical training program.
Working at Austin Health

DR LIBBY BLACKLEY,
PGY2/BPT1, AUSTIN HEALTH

Working at Austin Health made the transition from medical student to junior doctor a seamless one. The approachable medical and administrative staff went out of their way to not only make new staff feel welcome but to assist us in facing the every day challenges of life in the medical profession.

As a Monash graduate I was really nervous to start my internship in an unfamiliar hospital but through some of the most difficult moments I was able to feel confident in my ability to manage sick patients knowing that support was always on hand.

This year I am undertaking basic physician training and look forward to continuing my education in a great hospital with a strong focus on teaching.

Overall Austin Health is a fantastic place to work and I have loved making new friends and pushing myself to succeed in such a rewarding career.

DR NISAL KALHARA PERERA,
PGY2 SURGICAL, AUSTIN HEALTH

Having been a medical student and subsequently an intern at Austin Health I was naturally inclined to remain at the Austin for my residency. Being interested in a surgical career I am currently undertaking a HMO2 Surgical year.

Thus far it has been an excellent experience and I am glad that I was able to stay at the Austin. My decision to remain at the Austin was strongly influenced by the friendly atmosphere but also the breadth of surgical experience available. It is a health service that offers a complete surgical service to the community. It has also been an institution where I have been able to work with and learn from people who are the leaders in their respective fields. Based on my personal experience I would recommend working at Austin Health.
Austin Health is a great choice for any new doctor, particularly in residency years. The greatest benefit comes from senior clinicians who are happy to provide assistance and direct teaching in evidence-based medicine as applies to patient care. Because of this, Austin Health is a place where a strategic balance is reached for junior doctors to participate more fully in patient care, decision making and procedural work with the right amount of support when it is required. This is especially helpful during the transition years before specialty training.

Everyone knows that a supportive workplace brings a better work ethic and higher standard of care. At the Austin Health, a culture exists where junior staff often look out for each other during times of difficulty or if shift swaps are required. In addition, the Austin HMO society are continually reviewing ways to create a better work-life balance through not only social functions but review of rostering and ward duties particularly in the after hours setting. Because of this, you can be assured that you will have support throughout the early years of your medical career.

I have worked at Austin Health since my internship and I am now undertaking my Basic Physician Training here. I crossed the river from Monash University in the search of new exciting experiences and a change in atmosphere since then I’ve found my home at the Austin! Whilst I have been working here I have been given so many opportunities to explore my interests both within and outside of medicine, with the support of everyone in the Austin community. I am also one of the social representatives on the HMO society. We love to organize functions to get junior doctors to socialize and something to look forward to after a big week at work. I’ve made great new friendships at the Austin and I’m looking forward to staying on here for the years to come.
Frequently Asked Questions

WHAT INTERN ROTATIONS ARE OFFERED AT AUSTIN HEALTH?

Austin Health offer all core rotations required to meet the General Registration requirements for internship (general surgery, general medicine and emergency medicine). In addition to the core rotations, Austin Health offer a wide range of non-core rotations to complement the core requirements. These terms include cardiac surgery, ENT/Head and Neck surgery, orthopaedics, urology, stroke and one rotation to the Victorian Institute of Forensic Medicine (VIFM).

Austin Health also offers rural exposure with rotations to Echuca Regional Healthcare, and one rotation to a PGPPP clinic in Echuca. The PGPPP Echuca rotation allows those who might be interested in rural General Practice to experience the reality first hand in a supported and enthusiastic environment.

CAN I DO A RURAL ROTATION AS PART OF MY INTERNSHIP?

In 2012, Austin Health offered four rotations to Echuca Regional HealthCare and one rotation to the Echuca PGPPP. Of the 55 interns employed at Austin Health for 2012, just under half were able to select to undertake a rural rotation.

If successful appointees are particularly keen to undertake a rural rotation, this is certainly able to be accommodated.

CAN I CHOOSE MY ROTATIONS IF I GET AN INTERN POSITION?

All rotations are planned for the twelve month appointment period, with annual leave allocated within the twelve month plan. You will be asked to preference all 55 rotations from 1 (being your most preferred option) to 55 (being your least preferred option).

Different people allocate preferences depending on their priority: some people choose rotations around leave allocations, whilst some do not mind when their leave is, but make preferences depending on the rotations available.

We endeavour to give everybody one of their top 10 preferences, although this is not always possible. In 2012, at least 48 interns received one of their top 10 preferences.

We can occasionally make changes after the allocation of annual rotations, so long as both parties concerned are in agreement AND there is no impact on core rotation requirements being met.
I HAVE A SPECIAL EVENT THAT I NEED SPECIFIC ANNUAL LEAVE FOR IN 2013. CAN THIS BE ACCOMMODATED?

All intern rotations are preferred by each candidate prior to the final allocation process. Those with significant special events (such as their own wedding) will get preference in the final allocation process. Overseas family reunions each Christmas are also very special events, but the requests for specific dates around Christmas and New year need to be allocated fairly; requests for annual leave at this time will be considered in line with equal consideration for your entire cohort.

Please be mindful that whilst each employee has specific requirements and wishes regarding their leave allocation, it is an organisational imperative that appropriate and adequate levels of medical cover are maintained at all times; for this reason, sometimes your leave requests cannot be accommodated. Should this occur, you will be contacted to discuss possible alternatives.

WHAT RESEARCH OPPORTUNITIES ARE AVAILABLE FOR INTERNS AT AUSTIN HEALTH?

Research opportunities do exist for interns, although the focus of most interns in their first year of work is to concentrate their efforts on becoming a full time employee/learner. For those who are very keen on research, either the Medical Workforce Unit or those in the Clinical Education Unit are very happy to refer you to appropriate senior staff who will help you to explore appropriate research opportunities.

With the change of our intern recruitment process from joint with Northern Health to Austin only recruitment from 2012, many interns will be able to spend their entire intern year on the one site. This will allow for greater participation in any research should you be interested in getting involved.

I DID MY CLINICAL TRAINING AT A HOSPITAL OTHER THAN AUSTIN. DOES THIS AFFECT MY CHANCES OF BEING SELECTED AS AN INTERN AT AUSTIN HEALTH?

All applicants for intern and HMO2 positions at Austin Health (and Austin/Northern Health for HMO2 positions) are allocated through the PMCV Matching process. For intern applicants, each one will either fit the Group 1 or Group 2 criteria (see PMCV for criteria). In Victoria, the practice is to favour Australian trained (Permanent Residents) who have graduated from a Victorian training facility (Group 1 applicants), and so whether you belong to Group 1 or Group 2 will influence your chances more than any other factor.
WHAT TYPE OF EDUCATIONAL SUPPORT IS OFFERED AT AUSTIN HEALTH?

The Clinical Education Unit (CEU) is an exceptionally well recognised and committed team of educationally focused professional staff whose aim is to provide relevant and nurturing support and education to each individual doctor within Austin Health.

Some of the opportunities the Clinical Education Unit offer to Junior doctors include:

- structured orientation
- Credentialed BLS and ALS training
- Deteriorating Patient Assessment Workshops
- Protected intern learning programme matched to the AJDCF (Australian Junior Doctor Curriculum Framework)
- Clinical Skills workshops in the purpose built Clinical Skills Centre
- Skills workshops at the Royal Australian College of Surgeons (RACS)
- Professional Development workshops
- General Practice workshops
- Careers guidance, mentoring and support programmes
- Research opportunities

HOW MUCH LEAVE IS GIVEN AND HOW IS IT ALLOCATED?

Each doctor is entitled to either four or five weeks of annual leave each employment year, depending on whether the role meets the criteria for the fifth week to be allocated according to the AMA (Vic) Doctor in Training Agreement (2008 -2012).

Annual leave requests are sought at the same time as rotation requests, and allocated as fairly as possible across the cohort. Previous leave allocations may be taken into account in the years following your intern year so that popular leave request periods (such as Christmas and New Year) are fairly allocated.

The aim of the Medical Workforce Unit is to give each doctor their preferred leave request, however it is not always possible to achieve this end. In cases where we are unable to meet leave preferences, we do try to speak with those involved to come up with mutually agreeable outcomes.