

Monash Health

2023 Intern Information



Monash Health

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About Monash Health

Monash Health is Victoria's largest public health service. We provide safe, high-quality care to one-quarter of Melbourne's population, across the entire lifespan, from pre-birth to end-of-life.

More than 22,000 of us work at over 40 care locations across south-east Melbourne, including seven hospitals and an extensive network of rehabilitation, aged care, community health and mental health facilities. Each year:

- We provide more than 3.4 million episodes of care to our community,
- More than 276,000 people are admitted to our hospitals,
- Close to 220,000 people receive care at our three emergency departments,
- We respond to more than 67,000 ambulance arrivals,
- We perform more than 48,000 surgical procedures, and
- We deliver more than 10,000 babies.

We are an equal opportunity employer and committed to a fair, non-discriminatory workplace that maximises the talent, potential and contribution of all.

Monash Children's Hospital

Monash Children's Hospital at Monash Health is a fully integrated primary, secondary and tertiary health service to approximately a third of the state's children. It also plays a central role in the delivery of many state wide tertiary services. It is the third largest provider of paediatric medical services in Australia.

The purpose built Monash Children's Hospital allows clinical services to be delivered in a child and family-friendly environment, and increases bed numbers and services for children and families of south east Melbourne and Victoria.

Our children's wards care for children with a wide range of acute and chronic medical and surgical illnesses. Monash Newborn provides care for premature babies and is the largest of the four neonatal intensive care facilities in Victoria.

Monash Children's has three campuses with all tertiary care provided at Monash Medical Centre Clayton (MMC) and secondary care at Dandenong and Casey Hospitals. The full range of medical and surgical subspecialty care is available at Clayton with emergency departments, general paediatrics and special care nurseries at all campuses.

The medical specialities include adolescent medicine and eating disorders, cardiology, child protection, developmental medicine, endocrinology and diabetes, gastroenterology, haematology and oncology, infectious diseases, imaging, intensive care, neonatal services including neonatal intensive care, nephrology, neurology, rehabilitation, respiratory medicine, rheumatology and sleep disorders.

The Surgical Department provides care in general surgery, ear nose and throat surgery, neurosurgery, orthopaedic surgery, plastic surgery and urology.

For more information please visit: www.monashchildrens.org.au

Victorian Heart Hospital

The Victorian Heart Hospital (VHH) will be an Australian-first heart hospital, bringing together the world's best in cardiovascular care, research and training to deliver better patient-centred care and outcomes for Victorians with - or at risk of - heart disease. The VHH Victorian Heart Hospital is scheduled to be commissioned in February 2023.

The VHH will support integration of world-class research, training and education with clinical care, translating advanced developments into new and innovative models of cardiac care to address the priorities of better patient access, experience and outcomes, a coordinated system, and effective and innovative cardiac services.

It will be electronically (or digitally) enabled and integrated to deliver a patient-centred health experience together with quality health outcomes to treat cardiac diseases from early childhood to advanced adult life. This will include an emergency department, cardiac catheterisation labs, specialist surgical and imaging facilities and telehealth services for patients throughout Victoria, interstate and around the world.

Our hospitals and centres

Monash Medical Centre, Clayton

Monash Medical Centre is a 640 bed teaching and research hospital of international standing providing a comprehensive range of specialist surgical, medical, allied health and mental health services to our community.

P. (03) 9594 6666

A. 246 Clayton Road, Clayton VIC 3168

Monash Children's Hospital, Clayton

Monash Children's Hospital, part of Monash Health, is one of Australia's leading providers of integrated children's health services, with more than 30 specialist services and programs.

P. (03) 8572 3000

A. 246 Clayton Road, Clayton VIC 3168

Dandenong Hospital, Dandenong

Dandenong Hospital is a 520 bed acute hospital providing a wide range of health services to the people living and working in Dandenong and surrounding areas.

P. (03) 9554 1000

A. 135 David Street, Dandenong VIC 175

Casey Hospital, Berwick

Casey Hospital is a 229 bed hospital providing a comprehensive range of health services for the rapidly growing communities of Melbourne's outer-east.

P. (03) 8768 1200

A. 62-70 Kangan Drive, Berwick VIC 3806

Moorabbin Hospital, Moorabbin

Since opening in 1975, the 147-bed Moorabbin Hospital has become one of Victoria's leading medical and research facilities, building a tradition of high quality care to its community.

P. (03) 9928 81111

A. 823-865 Centre Road, Bentleigh East VIC 3165

Kingston Centre, Cheltenham

The Kingston Centre provides a broad range of integrated services, predominantly, for the Aged. We aim to support people in our community to reach and maintain health independence and wellness

P. (03) 9265 1000

A. 400 Warrigal Road, Cheltenham VIC 3192

Cranbourne Integrated Care Centre, Cranbourne

The Cranbourne Integrated Care Centre provides a wide range of acute medical and same day surgical services, primary health care, mental health and rehabilitation.

P. (03) 5990 6789

A. 140-154 Sladen Street, Cranbourne VIC 3977



About Monash Doctors Workforce Team

The Monash Doctors Workforce team is responsible for oversight and facilitation of all medical employment for Senior and Junior Medical Staff across Monash Health. We are located at our main office at Monash Medical Centre Clayton. Our goal is to facilitate all administrative matters relating to your employment at Monash Health, but more importantly, we want to support your career progression at Monash Health, and for you to feel proud to call yourself a Monash Doctor. There is no shortage of research, teaching and career progression opportunities here at Monash Health, please reach out to our team should you wish to find out more. You may check out videos below on the projects and support for our doctors from previous years:

- Proud to be Monash Doctors: https://www.youtube.com/watch?v=A8RdG18_g6A
- Monash Doctors – We Train Leaders - <https://www.youtube.com/watch?v=OoRHIEKVT6g>
- Monash Doctors – Everything is possible - https://www.youtube.com/watch?v=PmfFcp8_2JY

Medical Workforce Recruitment Team

The Medical Workforce Recruitment Team manages all the administrative aspects of medical staff appointments including recruitment and onboarding, employment contract, Credentialing and coordination of visa sponsorship and AHPRA application of international medical staff.

Introducing the Monash Doctor Recruitment Team

Natalie Van Goethem, Director Monash Doctors Workforce

Maria Monforte- Administrative Support

Ranju Chate – Team Leader Recruitment (SMS)

Kristina Kolesnikov –Senior Recruitment Coordinator (SMS)

Maeve Kennedy- Recruitment Coordinator (SMS)

Rebecca Wilhelm- Recruitment Coordinator (SMS)

Jade Channell – Team Leader Recruitment (JMS)

Melissa McKeon- Senior Recruitment Coordinator (JMS)

Milijana Gligorevic –Interim Senior Recruitment Coordinator (JMS)

Monique Moretti- Recruitment Coordinator (JMS)

Nicola Lawrence- Recruitment Coordinator (JMS)

Amy Mac Andrew - Recruitment Coordinator (JMS)

Heather Zeckler – IMG Coordinator (JMS&SMS)

2023 Intern Information and Application Requirements FAQ'S

How many interns are there at Monash?

It is expected that Monash Health will have 107 - (117) Intern Positions in 2023, with aim to have additional 10 positions which are pending approval and accreditation. Monash Health values the need for flexible work arrangements and are supportive of part time job share requests.

What criteria do Monash use for selecting interns?

The selection process includes assessment of the following documents provided at time of application:

- Application/CV
- Any Clinical/Work Experience
- Knowledge about Monash Health and Career aspirations with Monash Health
- Video Interviews (completed through PMCV-VidCruiter) <https://allocations.pmcv.com.au/matches>

What is Monash Health looking for in my application?

Monash is looking for individuals who:

- Genuinely desire a career at Monash Health
- Demonstrates academic, clinical and personal traits that Monash sees as desirable in potential trainees
- Are committed to high level of patient centred care
- Are compassionate with patients, families and colleagues
- Are interested in innovative health care and endless research opportunities

What do I have to attach to my Monash Health application?

- Photograph
- Cover Letter which includes, but not limited to:
 - A personal statement
 - Specific highlights of achievements that have enhanced the reputation of any organisations/health services you have had affiliations with
 - Personal strengths you are proud of, as well as weaknesses you have worked/are working on
- Selection Criteria answers in the application
- References - Two clinical referees to be uploaded into PMCV portal

What if my document file size is too large for E-recruit?

If any of your files are too large and you have problems loading them into your application, use a file shrinking website such <http://shrinkpictures.com/> or <http://shrinkpdf.com/> to reduce the file size.

Does Monash Health interview applicants?

Monash Health will use the statewide interview process provided by the PMCV recorded answers via VidCruiter.

What rotations will I do and where?

During your clinical year, you will undertake five (5) rotations that have the following durations:

- 4 x 10 weeks
- 1 x 12 weeks

Intern rotations are based on our following hospitals:

- Dandenong Hospital 38 positions
- Monash Medical Centre Clayton 33 positions
- Casey Hospital 21 positions
- Kingston Centre 1 position

Intern rural rotations include:

- Mildura Hospital 4 positions
- Bass Coast Health 6 positions
- West Gippsland Hospital 4 positions

Interns will undertake at least one rural rotation, sometimes two (but no more without a special request from the intern) however this will be confirmed by operations team prior to clinical year commencing. All interns must satisfactorily complete core terms of 10 weeks General Medicine, 10 weeks General Surgery and 8 weeks Emergency Medicine as part of a minimum 47 week year in order to achieve full registration with the Australian Health Practitioners Regulation Authority (AHPRA). The remaining rotations are made up of core & non-core rotations.

What other affiliations does Monash have?

Beyond the Intern year, Monash have established affiliations with Health Services including Latrobe, Warragul and Sale Hospital, Registrars are rotated and seconded to Latrobe, Warragul, Sale, Alice Springs, Albury / Wodonga, Ambulance Retrieval Victoria, Austin Health, Ballarat Health, Barwon Health, Bendigo Health, Cabrini, Eastern Health, Epworth, Launceston, Mercy, Northern Health, Royal Children's Hospital, Royal Melbourne Hospital, Royal Eye and Ear, St Vincent's Hospital. Monash Health is affiliated for Basic Physician Training with Eastern Health via GSEC (Greater South Eastern Consortium).

Where can I obtain more Information about Monash Health?

Information about Monash Health can be obtained at www.monashhealth.org. The Monash Doctors webpage which has medical staff bios, news and coming events. We strongly encourage applicants to review our websites and all available information provided.

Monash Doctors Operations Team

The Operations team are responsible for the allocation of your rotations and manage the rostering for each Unit. The team organize your annual leave and process your pay in Kronos each fortnight. The operations team encourage JMS wellbeing through best practice rostering and support to our Doctors.

Introducing the Operations Team:

Natalie Van Goethem, Director Monash Doctors Workforce
Jacqui Tonks – HMO Manager
Maria Monforte- Administrative Support
Rene Jr Pagarro – Interim Team Leader Operations
Clea Schafer - Senior Operations Coordinator
Maria Phillips – Senior Operations Coordinator
Jade Stevens – Operations Coordinator
Tanya Pikines – Operations Coordinator
Michele Ah-Fat– Operations Coordinator
Nicky Efron – Operations Coordinator
Preeti Virk – Operations Coordinator

How are rotations allocated/determined?

Rotations are allocated based number of positions ie. 117 lines, containing 5 rotations with each line containing a minimum of 3 core rotations (Emergency/Medicine/Surgery), rural rotations and two weeks annual leave and 3 weeks annual leave at the end of your intern clinical year.

Interns will rank each line from with 1 being most preferred.

Rotations are allocated according to number of 1st preferences per line and individual rankings, rotations interests and any special circumstances will be taken into consideration.

Rotational swaps are considered as long as long as the core rotation requirements are maintained.

Rotations

Medicine – Core

General Medicine – Clayton, Dandenong & Casey
General Medicine – Mildura
General Medicine – Warragul

Emergency – Core

Emergency Medicine – Clayton, Dandenong & Casey
Emergency Medicine – Mildura
Emergency Medicine – Bass Coast

Surgery – Core

General Surgery – Clayton, Dandenong & Casey
General Surgery - Mildura
General Surgery – Warragul
Upper GI Surgery – Clayton
Colorectal Surgery – Dandenong
Vascular Surgery – Clayton
Orthopedic Surgery – Dandenong

Specialty – non-core

Dermatology – Clayton
Gastroenterology – Clayton
Haematology – Clayton
Infectious Diseases – Clayton
Neurology/Stroke - Clayton
Palliative Care – Clayton
Psychiatry (Adult) – Clayton, Dandenong & Casey
Psychiatry (Aged) – Dandenong, Kingston
Psychiatry (Adolescent) – Clayton
Diagnostic Imaging – Clayton
Rehabilitation Medicine – Casey

What about annual leave?

Two weeks annual leave is rostered across your 52 week roster, generally as part of your 10 week Emergency Medicine term. The leave will be pre-allocated in the rotation line you are allocated to.

The remaining three weeks are taken at the end of the intern year, in the gap between finishing as an intern and the start of the next clinical year.

Will I do night duty?

Interns at Monash Health only undertake night duty as part of their Emergency Medicine term, and then only when 'buddied' to a senior registrar. We consider this as an essential part of intern's learning journey.

Am I paid under an Award?

Junior Medical Staff are paid under this agreement “Victorian Public Health Sector (AMA Victoria) – Doctors in Training (Single Interest Employers) Enterprise Agreement 2018-2021” or its successor which is coming out soon.

Medical Education Team

The Medical Education Team supports the learning, professional development and wellbeing of prevocational medical staff. The team coordinate your orientation program, weekly education sessions and the provision of regular feedback from your supervisors. We support junior doctor wellbeing by providing access to both internal and external support networks, a mentoring program and regular wellbeing sessions.

Introducing the Medical Education Team

A/Prof Christina Johnson - Director
Andrea Bramley – Education, Innovation and Operations Manager
Dr Michael Low – Director Clinical of Training (DCT)
Dr Daniel Foley - Director Clinical of Training (DCT)
Dr Stella Sarlos - Director Clinical of Training (DCT)
Dr Shanon Jarvis - Director Clinical of Training (DCT)
Dr Suraj Varma - Director Clinical of Training (DCT)
Dr Claire Charteris - Director Clinical of Training (DCT)
A/Prof Rob Roseby - Director Clinical of Training (DCT)
Shannon Meehan – Medical Education Officer (MEO)
Manna McLeod – Medical Education Officer (MEO)
Pina Tyrrell - PA / Administrative Assistant
Cimolina Nigli – Administrative Assistant

What is the orientation like?

The Intern Orientation Program runs for the week prior to the commencement of your rostered duties. Attendance is compulsory and you will be paid for your orientation.

The Program involves a mix of interactive lectures, hands-on and online learning. As part of this orientation, you will shadow the outgoing intern you will take over from (Monash Health sites). It is also a great opportunity to meet and network with old and new friends, as well as meeting the Monash Health staff with whom you will interact with during your intern year.

What education is available?

Monash Health offers extensive opportunities for interns to learn and transition to work as a junior doctor, through on-the-job opportunities, tutorials, simulation and workshops. Dedicated Medical Education Officers support interns both on clinical and wellbeing aspects. There are Director(s) of Clinical Training who also support interns. The full Intern Curriculum can be viewed at: <https://monashdoctors.org/wp-content/uploads/2019/12/Intern-Curriculum-2020.pdf>

What about supervision and support?

Each term has a nominated supervisor. The DCTs and MEOs provide additional learning and wellbeing support to interns, when needed.

Monash Doctors Workforce Unit will also provide support and guidance as appropriate. They will be your first point of contact in most instances with regards to roster and payroll queries. They are responsible for submitting your intern certificate to AHPRA upon successful completion of your 47 weeks. All Monash Health staff are your support base, NUMs and ANUMs, HMOs, Registrars, Consultants, Allied Health, Contact Centre.

What about life after Internship?

Interns are encouraged to remain with Monash Health throughout their prevocational years and beyond. Monash Health provides training in every branch of medicine, research and teaching opportunities. Further training but not limited to:

- Physician training (basic and advanced)
- Surgical training (Provisional and SET)
- Critical Care Training (ICU, Anaesthetics, Emergency)
- Psychiatry
- Paediatric training
- Obstetrics & Gynaecology
- Specialty Medicine
- Pathology
- Radiology

Health and wellbeing

Monash Care – The Mental Health and Wellbeing Strategy for Monash Doctors – *No Monash Doctor Will Struggle in Silence*.

The strategy aims to create an actively-caring work environment so no Monash Doctor struggles in silence through a number of programs and strategic partnership including the following:

- JMS Advisory Committee (JMSAC)
- JMS Education Committee
- Wellbeing officer and MEOs
- Women in Medicine
- Junior Medical Staff Peer Support Program
- Perinatal Support Program
- Intern Check-In Initiative
- Junior Medical Staff Awards
- PMCV JMO Forum

Health programs

Our programs are designed to promote a healthier environment and lifestyle:

Gym/Fitness Centres (Healthwise Fitness) at Monash Medical Centre, Moorabbin Hospital, Dandenong, and the Kingston Centre. From pre-tax salary deduction, staff have access to classes, equipment and of course accomplished instructors.

Monash Health Bicycle Users Group (BUG) is a passionate staff who have formed the bicycle users group with the purpose of increasing cycling participation within Monash Health and promote cycling as a commuting alternative.

Smoke Free Workplace – Smoking is prohibited in all Monash Health facilities including buildings, vehicles and outdoor areas used by employees, patients and the general public.

As an employee you can attend Lifestyle Management Seminars designed to assist and support you in a range of areas such as retirement, banking, superannuation and more. Lifestyle Management Seminars are conducted periodically across Monash Health sites.

Employee Support

People Assist (EAP) is a confidential coaching and support service provided by Converge International. This is available to our employees as well as their families (parent, spouse/partner or children). Qualified professionals with extensive management experience and qualifications provide this service free of charge.

Health Insurance

Through partnerships with Medibank Private, Monash Health employees can now benefit from cost effective corporate private health insurance cover. This can be arranged through the ease of pay deduction.

Financial Services

Monash Health partners with BankVic to provide a range of banking and financial services. Bank Vic has a branch located at Monash Medical Centre. Aside from the convenience, you can take advantage of competitive interest rates along with an award winning service.

Recognition and Reward

Everyone appreciates being told they are doing a good job. Our Recognition and Reward program allows you to nominate a colleague for their work. Your nomination makes them eligible for quarterly and annual awards as well as letting them know their work has been recognised. When you join Monash Health, you will be part of a health service that values and recognises your contribution.

Café & Gift Shop Facilities

Our larger sites include cafes and gift shops, providing a place for staff and visitors to sit and relax whilst enjoying a wide variety of hot food, fresh sandwiches, focaccias and salads, and of course – a coffee bar. Our Gift Shops/Convenience stores (where available) provide a range of convenience items including magazines, newspapers, cards, gifts and hampers.

On-Site Car Parking

Monash Health offers discounted car parking at our larger sites. Reserved parking areas are made available where possible for employees working afternoon/evening and night shifts. Car parking fees are paid through a pre-tax deduction. Badging of an Employee ID/Access card provides easy access to our car parks.

Salary Packaging

Monash Health employees are eligible for salary packaging. Salary packaging is an Australian Taxation Office approved means of restructuring your salary to reduce your taxation. This is provided through our partnership with MAXXIA. Salary packaging enables you to pay for certain items out of your pre-tax salary, including:

- everyday living expenses including mortgage, rent or credit card payments
- meal entertainment expenses
- holiday accommodation and venue hire
- the finance and running costs of your car through Novated Leasing
- and other work related expenses.

Learn more about salary packaging with Maxxia, including online tools and calculators.

HMO Facilities

Each Monash hospital facility has a HMO lounge with study and relaxation facilities.

Library Access

The Monash Health Library is an essential resource that provides access to authoritative evidence, subscription resources and guidance on Evidence Based Practice. Research consultations are available for Monash Health staff, researchers and students. With ready access to AMH, MIMS, eTG Complete, BMJ Best Practice app, and online chat facility.

Intern Testimonials

"Internship at Monash Health has been well-supported, enjoyable and inspiring. In addition to the exciting range of clinical medicine encountered and the cohesive work culture, Monash Health is a place where senior staff actively mentor and support junior doctors to achieve long-term career goals."

Suwandi Dewaoura, 2022 Intern

"Despite starting the year on a rural rotation at a health service with >100 interns, Monash Health has made me feel like an individual, rather than a number. I have felt particularly well-supported by the MEOs, who are always only a phone call away and check in on us regularly."

Rachel Rebecca, 2021 Intern

"My opinion of my experience to date: Having a fantastic internship so far, the doctors and staff are friendly, respectful and so supportive. I feel less like a junior and more of an equal member of my team."

Namankit Gupta, 2021 Intern

"I have enjoyed the start of my internship at Monash Health. I have felt challenged on a busy ward with complex patients in a tertiary teaching hospital, but also well supported by various senior staff who are almost always somewhere nearby. The education program has been helpful each week and the Medical Education Officers (MEOs) have reached out to make sure that I am comfortable within my role."

Iack Gerrard, 2021 Intern

"Monash Health has been an amazing place to start my medical career. Highly supportive senior staff who really care about you and are willing to invest in your improvement. Highly recommend working here next year as an intern!"

Jonathan Tsien Je Wong, 2021 Intern

"My time at Monash Health so far has been fantastic. The transition from medical school to full time work has definitely been less daunting than I had anticipated due to the amazing mentorship from my senior colleagues. I'm very much looking forward to the rest of the year at Monash Health."

Lachlan Douglass, 2022 Intern

"I couldn't think of a better organisation to start my medical career with. Staff and patients alike have been welcoming, understanding and supportive. I have thoroughly enjoyed my internship."

Mitchell Brown, 2020 Intern

"Monash Health is a fantastic place to do an internship. I have had the privilege to be involved with a wide variety of patient presentations and experiences, all whilst supported by a fantastic network of peers, senior supervisors and other health care workers."

Emily Lin, 2020 Intern

"It's great! I'm learning a lot and loving it! It's a privilege to be a part of the Monash team. Thank you."

Quinlan Buchlak, 2021 Intern

"I have really appreciated the support from the allied health and nursing staff, with their help starting my intern year was incredibly smooth. I also felt supported by Monash while on my rural rotation, they were always approachable and still contacted frequently, I never felt forgotten by Monash Health despite being six hours away!"

Alexander Cowcher, 2022 Intern

Other questions?

Feel free to email us on and put “**Intern application query**” in the subject line.

Key Contacts and Resources

Operations Team

MonashDoctors_Operations@monashhealth.org

Education Team

MedEducation@monashhealth.org

Recruitment Team

MonashDoctors_Recruitment@monashhealth.org

Monash Health Careers Website

<https://monashhealth.mercury.com.au/>

Monash Doctors Website

<https://monashdoctors.org/>

PMCV Website

<https://allocations.pmcv.com.au/matches>