

# **Welcome!**

# **New General Stream IMG HMOs**

New Starter Presentation June 2023



**Monash Health acknowledges the  
Traditional Custodians of the land, the  
Wurundjeri and Boonwurrung  
peoples, and we pay our respects to  
them, their culture and their Elders  
past, present and future.**



# Agenda

- Intro & Welcome – Emma Nyhof, General HMO Manager
- Director of Medical Services – Dr. Jason Goh
- IMG Team – Magdalene Chew & Eugene Hou
- MDW Recruitment – Myra Cooke, General HMO Recruitment Coordinator
- MDW Operations – Jade Stevens, Snr Coordinators Operations
- IMG Reps – Dr. Marie Kitano & Dr. Savini Perera
- MDE- Andrea Bramley, Manager Monash Doctors Education
- Work Based Assessment – Pina Tyrrell
- Monash Doctors Wellbeing Officer– Rosemary McKemmish



# General HMO Manager

Emma Nyhof

Contact: [emma.nyhof@monashhealth.org](mailto:emma.nyhof@monashhealth.org) or 0455 718 142

- Improve your experience while working at Monash Health as a General or Critical Care HMO
- Develop and manage your allocation plan including swaps/special requests
- Career progression; Understand the college requirements and work to facilitate rotations and rosters that increase your ability to get onto your desired training program
- Work closely with MDW operations who manage the day to day rosters as well as recruitment
- Pastoral care – assist in navigating. Refer to MDW Wellbeing Officer where required
- Term Assessments and Mandatory training
- Feedback – improvements can only be made if we are aware – orientation, rosters, training, allocations etc





# Monash Doctors Website & Socials

<https://monashdoctors.org/>

Password: MonashDoctors

- Content constantly being updated/added to
- Procedures & Forms- Apply for additional leave (outside of AL), rotation swaps, shift swaps etc
- Careers- outlines different positions available and timelines for application
- IMG specific tab
- Education>Orientation>ROVER (rolling handover)

<https://monashdoctors.org/all-doctors-orientation/>

- 3 email orientation can be found here- however you will also receive this via email when you commence

## Facebook

- Monash Health General HMOs- swaps, handovers, questions
- Monash IMGs



# Director of Medical Services

## Dr. Jason Goh

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# Welcome!

## What does it mean to be part of the Monash Doctors family?



# Monash Health pursues excellence

Monash Health – Newsweek Top 50  
World's Best specialised hospitals

Monash Health recognized by LinkedIn Top  
Companies list as top 25 best workplaces to grow your  
career in Australia

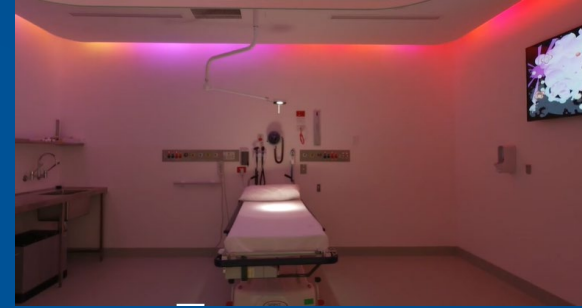


Prof. Thanh Phan – world's top 1% of all researchers across medical  
disciplines (Stanford, Elsevier)

Dr. Kushani Jayasinghe awarded 2022 Richard King Award in Genetics in  
Medicine by American College of Medical Genetics and Genomics  
Foundation



# Monash Health is BIG and growing



# Monash Health makes big feel SMALL (we are family)

*"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."*

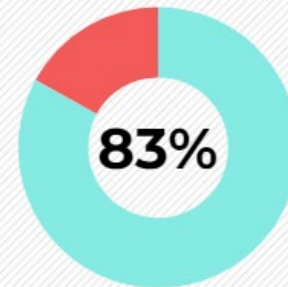
Suwandi Dewaoura  
2022 Intern

Intern retention rates:

- 2020: 76%
- 2021: 80%
- 2022: 90%

*"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!"*

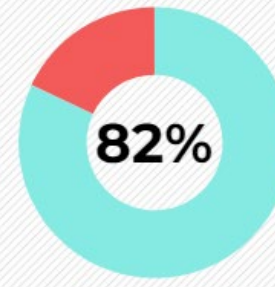
Alexander Cowcher  
2022 Intern



JMS are willing to recommend current training position to others



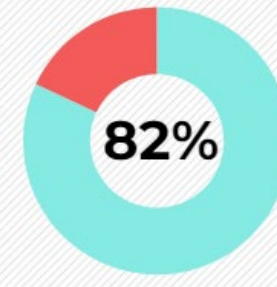
up from  
79% in 2020  
and  
71% in 2019



JMS are willing to recommend Monash Health as a place to train



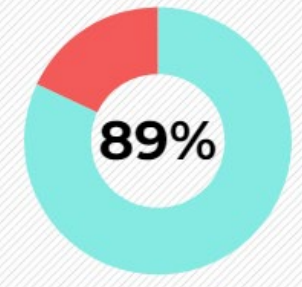
up from  
79% in 2020  
and  
67% in 2019



JMS are trained well on how to raise concerns about patient safety



up from  
77% in 2020  
and  
69% in 2019



JMS are confident raising concerns about patient care and safety



up from  
87% in 2020  
and  
84% in 2019

92%

of respondents agreed that the quality of clinical supervision was good/excellent

86%

of respondents agreed they were allowed to only perform work they were ready for

93%

of respondents agreed that the supervisors were accessible





# Monash Health believes diversity is strength



Women in Leadership



Indigenous affirmative action



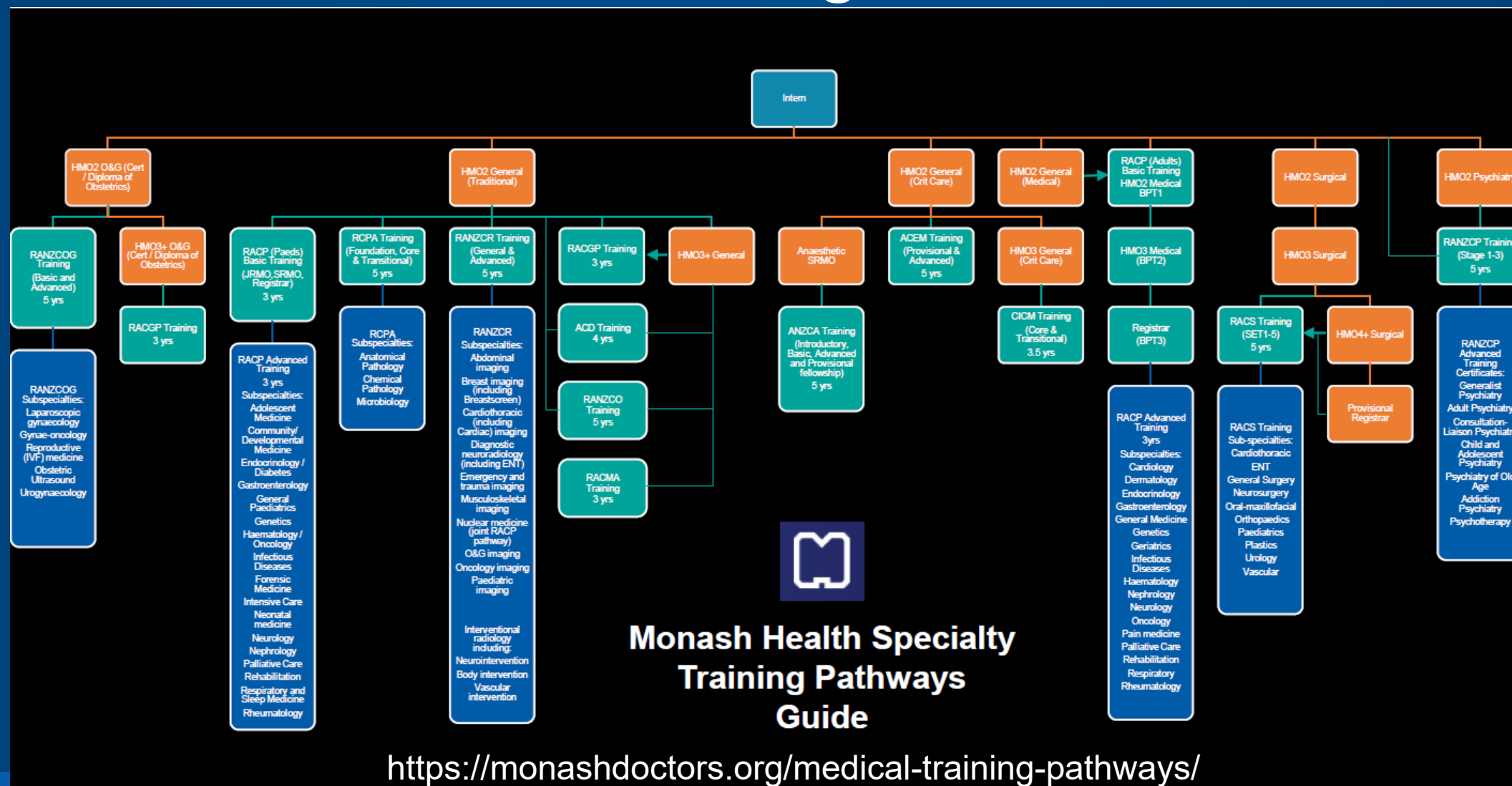
**Monash Health acknowledges and promotes diversity as a strength within our community. We aim to create a platform to celebrate diversity and provide a safe environment and an equal opportunity for all of our employees and consumers."**



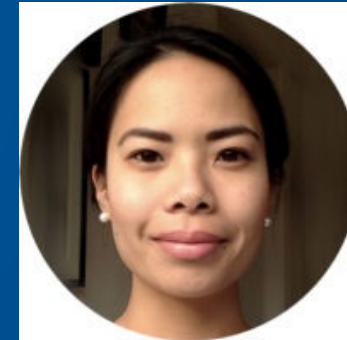
**Dux Balendran,**  
Lead of CALD Subcommittee |  
Director Community Care

Equity and inclusion promotion

# Monash Health is a lifelong career choice



# Monash Health trains leaders



2023 Chief Registrars

<https://monashdoctors.org/chief-registrar/>



# IMG Affairs Team

## Magdalene Chew & Eugene Hou

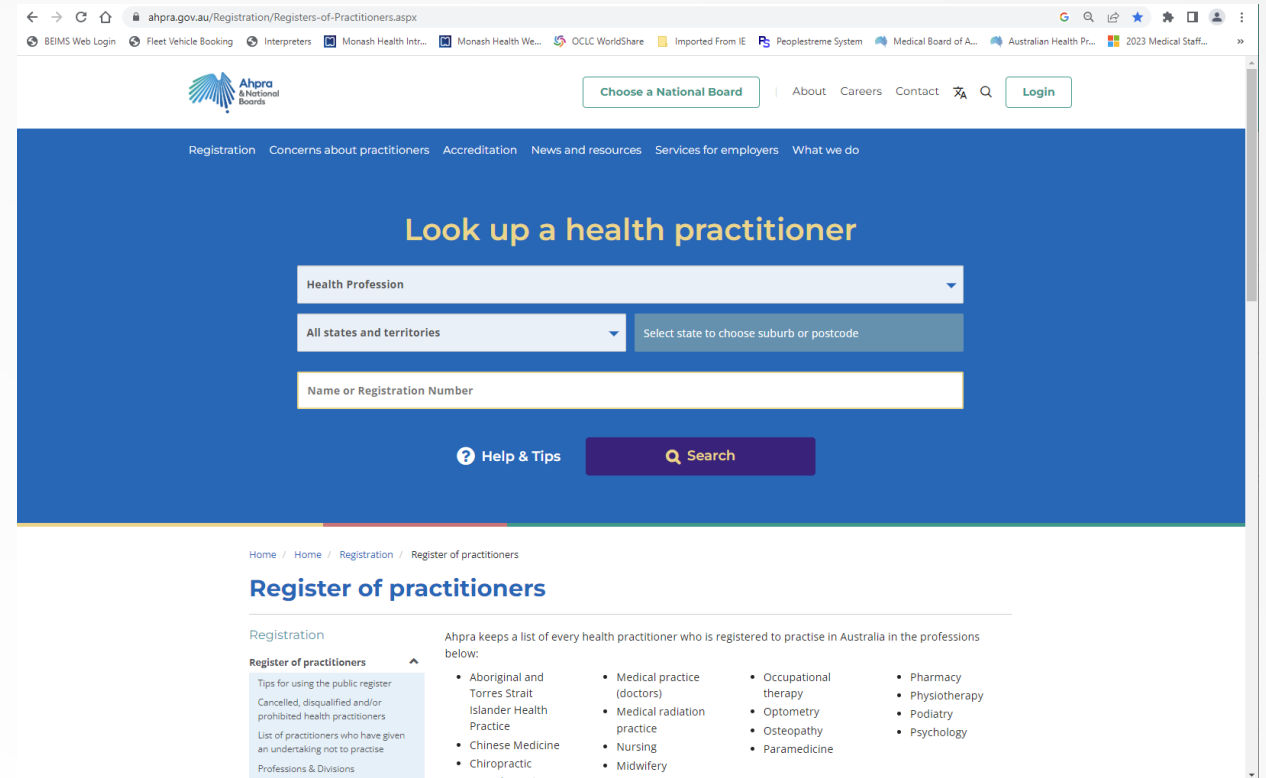
[Monashdoctors\\_IMG@Monashhealth.org](mailto:Monashdoctors_IMG@Monashhealth.org)

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# AHPRA Medical Registration

- As a medical practitioner, you must be registered with AHPRA.
- If you are not on this register, you CANNOT commence work/perform any clinical duties as a medical practitioner.
- This registry includes information such as your date of initial registration, registration expiry, AHPRA registration pathway, level of supervision and list of approved sites (for you to practice as a medical practitioner).

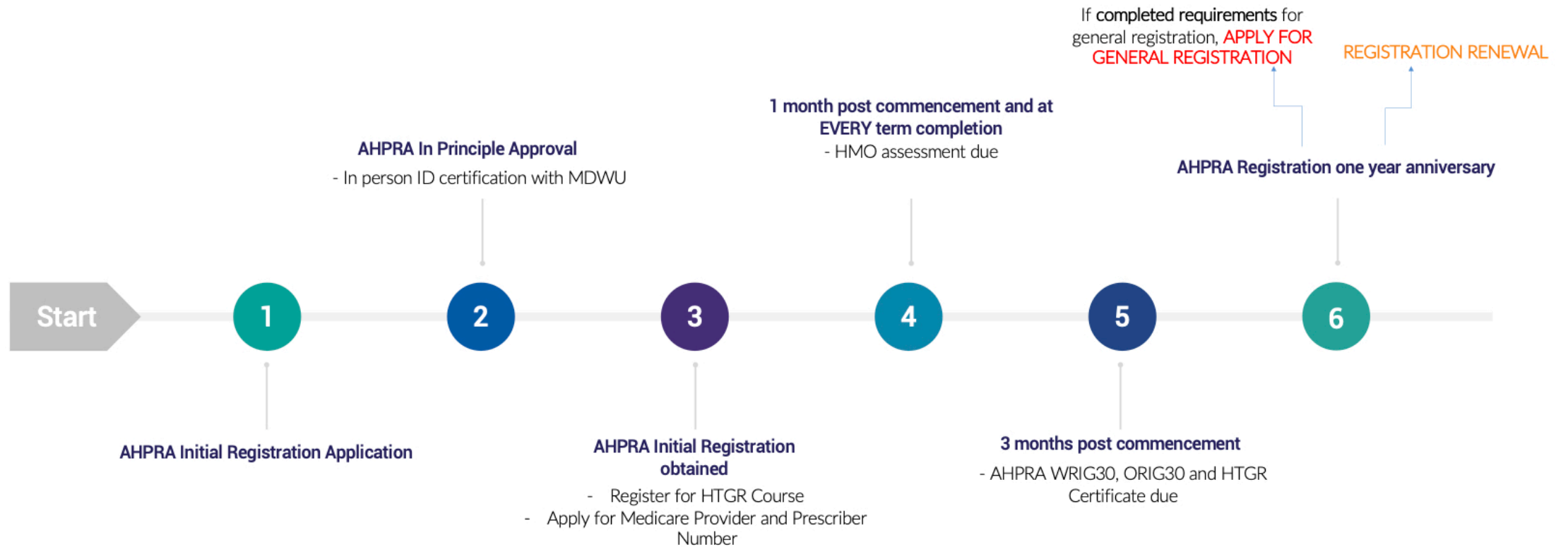


The screenshot shows the AHPRA website's registration page. At the top, there's a navigation bar with the AHPRA logo and links like 'Choose a National Board', 'About', 'Careers', 'Contact', and 'Login'. Below this, a blue banner contains the text 'Look up a health practitioner'. Underneath the banner is a search form with four input fields: 'Health Profession' (a dropdown menu), 'All states and territories' (a dropdown menu), 'Select state to choose suburb or postcode' (a text input), and 'Name or Registration Number' (a text input). Below the form are two buttons: 'Help & Tips' and 'Search'. The bottom section of the page is titled 'Register of practitioners' and lists various health professions under the heading 'Registration'. The list includes: Aboriginal and Torres Strait Islander Health Practitioner, Chinese Medicine, Chiropractic, Dental Practice, Medical practice (doctors), Medical radiation practice, Nursing, Midwifery, Occupational therapy, Optometry, Osteopathy, Paramedicine, Pharmacy, Physiotherapy, Podiatry, and Psychology.

<https://www.ahpra.gov.au/Registration/Registers-of-Practitioners.aspx>



# IMG Timeline



WRIG30 – Work Performance Report  
ORIG30 – Orientation Report



# Hitting The Ground Running Course



- IMG Orientation program by PMCV designed to support and familiarise International Medical Graduate (IMGs) who are planning on or currently working within the Australian healthcare system
- Covers components in the ORIG30 check list
- <https://www.pmcv.com.au/education-training/hitting-the-ground-running/>



# General Registration Requirements

Competent Authority Pathway – Provisional Registration	Standard Pathway – Provisional Registration	Standard Pathway – Limited Registration
<p>✓ 47 weeks of supervised practice</p>	<p>✓ 47 weeks of supervised practice</p> <p>✓ Completion of Core Rotations</p> <ul style="list-style-type: none"> <li>• 8 weeks Emergency Medicine</li> <li>• 10 weeks Surgery</li> <li>• 10 weeks General Medicine</li> </ul>	<p>✓ 47 weeks of supervised practice</p> <p>✓ Completion of Core Rotations</p> <ul style="list-style-type: none"> <li>• 8 weeks Emergency Medicine</li> <li>• 10 weeks Surgery</li> <li>• 10 weeks General Medicine</li> </ul> <p>✓ AMC Certificate</p> <ul style="list-style-type: none"> <li>• AMC Clinical Exam/Workplace Based Assessment (WBA)</li> </ul>





# International Relocation Package

- Eligibility Criteria:
  - Have been offered a position to commence employment between 1 April 2022 and 30 June 2024
  - Have moved to Australia for work (those currently residing in Australia, even if an IMG are not eligible)
  - Be on a 407 or 482 visa or a special purpose visa or an Australian/New Zealand resident coming to, or returning to, Australia to work
  - Be on a contract for the rest of the clinical year at a minimum and be open to staying in Victoria to work for another year (2 years total)
- Reimbursement amount is based on evidence of tax receipts of claimable items
- Capped at \$10k



# Monash Doctors Recruitment

## Myra Cooke

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# Monash Doctors Recruitment

Myra Cooke, Recruitment Coordinator

Contact: [MonashDoctors\\_Recruitment@monashhealth.org](mailto:MonashDoctors_Recruitment@monashhealth.org)

## Annual Recruitment

- 2024 Positions will be advertised via the eRecruit system
- Sign up for Email Alerts in the Mercury eRecruit system
- Interview process currently set by the Units

## Medicare Provider & Prescriber Numbers

- All doctors must have current and valid Medicare Prescriber and Provider Numbers
- Prescriber numbers are used when prescribing medication to patients. You will only be allocated one number regardless of where you work in Australia
- You must apply for a unique **provider** number for each place of practice you practise in
- Therefore, you are required to have a provider number for each Monash Health site, or secondment site you will work at

## Monash Health email

- Very important you regularly check you Monash Health emails. Most work-related correspondence is sent to this address

## Car Parking Access

- Monash Health offers staff car parking for all of our staff at all sites. It costs approximately 82 cents per hour
- The parking is charged pre-tax and is charged as per fortnightly hours entered into Kronos
- Contact payroll on 03 92652700 if you are not sure what is set up
- Monash Doctors Workforce can only give car parking access. If you require swipe access to theatre or specific areas of the hospital, you will need to speak with the unit directly



# Monash Doctors Operations

## Jade Stevens

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# Monash Doctors Operations

**Jade Stevens- Senior Coordinator**

**Contact: [MonashDoctors\\_Operations@monashhealth.org](mailto:MonashDoctors_Operations@monashhealth.org)**

## Office Hours and reporting sick leave

- MDW Office hours are 0800-1630 Monday-Friday. Mainline number 9594 3963
- If you need to report sick for duty after business hours, please call Monash Health Switchboard and ask to be put through to the Medical Workforce on call co-ordinator. This phone is manned from 1630-2200 Mon-Fri and 0630-2200 on weekends and public holidays
- Emergency, ICU, Hospital in the Home, Innovation & Quality & Clinical Trials departments will advise you of the procedure for calling in sick during your time in these rotations. There is no need to notify MDW of your absence whilst in these rotations. These units will also provide your rostering and payroll management during these terms

## Rosters

- The EBA requires your rosters to be published 4 weeks before the start of each term.
- Roster requests- please send these through via email at least 2 weeks prior to the roster publish date so we can endeavour to fulfill these request where possible.
- Timecard- check and approve your Kronos timecard on the Thursday before payroll Monday
- On call duties- Ensure you have your phone with you during your on call period and be ready to work. If you are unwell, you must advise MDW prior to being activated

## Additional Leave

- Additional leave for exams and conferences/courses. We use the online system called "WUFOO".
- It is possible to apply for leave without pay for important personal events. Where possible, ask your colleagues for a shift swap in the first instance.





# **IMG Reps**

## **Dr. Marie Kitano & Savini Perera**

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# RMO IMG Representatives

## Marie Kitano & Savini Perera

**Contact:** [IMGCommitee@monashhealth.org](mailto:IMGCommitee@monashhealth.org)

- Our role
  - Assist IMGs (including you!)
  - Act as an intermediary between you and IMG committee
  - Raise advocacy issues relating to IMGs within the hospital executive as appropriate
- IMG Buddy System
  - A system to connect newly starting IMGs to IMGs who have been from before
  - **If you think you need support, don't struggle on your own, reach out!**



# RMO IMG Representatives

## Marie Kitano & Savini Perera

**Contact:** [IMGCommitee@monashhealth.org](mailto:IMGCommitee@monashhealth.org)

- Join the RMO Society for weekly free coffee/lunch and social events:
  - Sign up here: <https://bit.ly/rmosjoin>
  - RMO IMG Facebook Group : <https://www.facebook.com/groups/395134875765839/>
  - RMO society Facebook Group : <https://www.facebook.com/groups/monashrmosociety/>
- IMG WhatsApp Group 'RoadTrips' : <https://chat.whatsapp.com/BzVi9AYLQJi36edlld0lh0>
  - IMG events: Bottomless Brunch, Weekend trip to GOR and more!



# Monash Doctors Education

## Andrea Bramley

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# Monash Doctors Education

Monash Doctors Education (MDE) is responsible for providing & coordinating education and training activity for our Monash Doctors. We focus on teaching and learning for interns and HMOs.

- Core focus group is Interns and HMOs
- Advocate for quality training and supervision
- Advice and support services to units and supervisors regarding teaching, supervision and feedback
- Collaboratively assist units and JMS to analyse and assist when performance concerns raised
- Collaboratively develop targeted learning plans with JMS and offer support (via Director of Clinical Training (DCT))
- Assist with wellbeing and education support (via Medical Education Officers (MEO))
- Co-ordinate intern and HMO tutorial program, orientation and additional learning such as procedural workshops (across Monash Health sites)

Email [mededucation@monashhealth.org](mailto:mededucation@monashhealth.org)

Shayne Magee MEO 0419152948

## The MDE Team



**Associate Professor  
Christina Johnson**  
Director, MDE (Geriatrician)



**Andrea Bramley**  
Education, Innovation and  
Operations Manager



**Dr David Antognini**  
DCT (Intensivist)



**Associate Professor  
Rob Roseby**  
DCT (Paediatrician)



**Mr Andrew (Andy) Gray**  
DCT (Hepatopancreatobiliary and  
General Surgeon)



**Dr Stella Sarlos**  
DCT (Endocrinologist)



**Dr Suraj Varma**  
DCT (Paediatric Cardiologist)



**Dr Chris Woo**  
DCT (General and Geriatric  
Medicine Specialist)



**Dr Stephanie Snedden**  
DCT (General Medicine Fellow)



**Dr Sudha Raghunath**  
DCT (Rheumatologist)



**Karen Yates**  
MEO



**Shayne Magee**  
MEO



**Pina Tyrrell**  
Personal Assistant /  
Administration



**Cimolina Nigli**  
Administration





# Assessments

- Feedback is essential for learning and development
- New IMG HMO need to do an assessment 4 weeks post commencement and at the end of all terms
- Upload this via the portal on the monashdoctors.org website

<https://monashdoctors.org/img-assessments/>

- Assessment will form part of your 3-month AHPRA Work performance report
- Assessment should be completed by a Consultant

## HMO - Junior Doctor Assessment Form

IMPORTANT: PLEASE MAKE SURE YOU MAKE A COPY OF THIS COMPLETED FORM BEFORE SUBMISSION



*Office Use Only:* insert PDF stamp acknowledging review

### SECTION 1: JUNIOR DOCTOR TO COMPLETE

Name (please print clearly) and Staff ID of the Junior Doctor	Name:	ID:
IMG Status	IMG <input type="radio"/>	Non IMG <input type="radio"/>
Date of Assessment		
Type of Assessment	END OF TERM <input type="radio"/> IMG 1 Month from commencement <input type="radio"/>	
Year of Training	PGY2 <input type="radio"/> PGY3 <input type="radio"/> Other <input type="radio"/> Please specify: _____	
Rotation (i.e. medicine, surgery, ED etc)		
Rotation Number	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>	
Rotation Dates	From: __/__/__ To: __/__/__	
Type of Shift	Day <input type="radio"/> Afternoon <input type="radio"/> Night <input type="radio"/>	
Site		
Name of supervisor (please print)		
Position of supervisor		
Start of rotation unit specific orientation done	Yes <input type="radio"/>	No <input type="radio"/>
Assessment process discussed at beginning of rotation	Yes <input type="radio"/>	No <input type="radio"/>
Specific learning objectives of the rotation discussed	Yes <input type="radio"/>	No <input type="radio"/>

#### How to return the completed form:

Please submit via portal on Monash Doctors website: <http://monashdoctors.org/hmo-assessment-submission/>  
Phone: 9594 3743



# Tutorials- HMO & IMG Specific

## HMO Tutorials

**Held fortnightly on Tuesdays 12.30pm – 1.30pm on teams**

Alternate between

1. **Expert series tutorials** that emphasise the practical work that HMOs undertake. Sessions will be on selected topics that are relevant and of interest to all HMOs
2. **Deteriorating patient and Peri Operative series** covers topics from critical care and peri-operative specialties. Presents a structured approach to the deteriorating patient: key to the HMO role

All sessions are recorded and can be found on Latte search "HMO" in find learning

## IMG Tutorials

**Held Mondays 12.30pm – 1.30pm on teams**

Key topics about the Australian Health Care system and how to work in teams at Monash Health.

21 <sup>st</sup> August	Setting you up for success	Suraj Varma
28 <sup>th</sup> August	The "Aussie Way"- navigating the Australian Medical System	Jason Goh
4 <sup>th</sup> September	Top Tips managing sick patients	David Antognini
11 <sup>th</sup> September	Top Tips in Surgery	Andy Gray
18 <sup>th</sup> September	Top tips in Medicine	Steph Snedden
25 <sup>th</sup> September	Top tips to shine as an IMG junior doctor	Suraj Varma
2nd October	Clinical reasoning	Christina Johnson
9 <sup>th</sup> October	Top Tips in ED	Allan Au
16 <sup>th</sup> October	Allied Health- Referrals and Beyond	Andrea Bramley



# Other Education Opportunities

- E-learning on Latte
- Grand Rounds
- Intern Tutorials
- <https://monashdoctors.org/events/>



<https://learning.monashhealth.org/auth/saml/login.php>

- Monash Health Library
- <https://monashhealth.org/employees/library/>
- Check out Monash Doctors Education Website
- <https://monashdoctors.org/orientation/>
- <https://monashdoctors.org/referral-cheat-sheet/>

Events for June 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
29	30	31 Grand Round Suture Workshop	1 Intern Tutorial	2	3	4
5 Suture Workshop Suture Workshop	6	7 Grand Round	8 Intern Tutorial	9	10	11
12	13	14 Grand Round	15 Intern Tutorial	16	17	18
19	20 HMO Tutorial – Expert Series	21 Grand Round	22	23	24	25
26	27	28	29	30	1	2



# **Work Based Assessment**

## **A/Prof. Robert Roseby & Pina Tyrrell**

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# Workplace Based Assessment (WBA) Program



The Monash Health Workplace Based Assessment (WBA) Program for International Medical Graduates (IMGs) is a minimum 6-month program of assessment undertaken through Monash Doctors Education (MDE) and is run on behalf of the AMC as an alternative to the AMC clinical examination.

- **Eligibility:** If you have never worked as a doctor at Monash Health you must work for at least 12 months here before being considered for entry into the program. Your role must be broad enough to enable assessments in most of the disciplines. Eg HMO general, ED, etc.
- **Program is fee paying. Cost - \$12000+GST**
- **More information:** <https://monashdoctors.org/workplace-based-assessment-wba-program/>
- **Any queries email:** [wba@monashhealth.org](mailto:wba@monashhealth.org)



# **Monash Doctors Wellbeing Officer**

**Rosemary McKemmish**

**Ph: 0427 409 310**

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- The Monash Doctors Wellbeing Officer is a unique role designed to support all medical staff who may be experiencing difficulties in any area of their personal or professional lives.
- We can support you if you are unwell or injured and we have a particular emphasis on Mental Health & Wellbeing. MH actively supports staff with identified mental illness so that they can return to work safely as soon as possible.
- Assistance to find a "Doctor Friendly" GP
- No query is silly - If you call the dedicated phone - **0427 409 310** & leave a message we will call you back
- Employee Assistance Program (EAP) - **1300 687 327**





# QUESTIONS?

