

Intern Recruitment

Frequently asked questions (FAQs)

Central Queensland Hospital and Health
Service



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CORE TERMS

What core and elective terms does your facility offer PGY1?

Compulsory Terms	Non-Compulsory Terms
<ul style="list-style-type: none"> • Emergency Medicine 	<ul style="list-style-type: none"> • Obstetrics & Gynaecology
<ul style="list-style-type: none"> • Medicine 	<ul style="list-style-type: none"> • Paediatrics
<ul style="list-style-type: none"> • Surgery - <i>taken as</i>: <ul style="list-style-type: none"> ○ General Surgery ○ Orthopaedics Surgery 	<ul style="list-style-type: none"> • Geriatrics and Rehabilitation • Cardiology • Renal Medicine • Mental Health • Palliative Care • Rural General Practice and Community Medicine

You will be asked your term preferences for your non-compulsory terms including one off site term prior to commencement. All requests are considered but not guaranteed. The allocation of Non-compulsory terms will be completed by the Medical Education Unit in consultation with the Director of Clinical Training, Central Queensland Hospital and Health Service.

TERMS for PGY2

What terms does your facility offer PGY2?

offer PGY2? Queensland Health has five terms for 2021

- | | |
|----------------------|-------------------------------------|
| • Medicine | • Geriatrics |
| • Cardiology | • Orthopaedics |
| • Renal Medicine | • Anaesthetics |
| • Rehabilitation | • Intensive Care Medicine |
| • Emergency Medicine | • Obstetrics & Gynaecology |
| • General Surgery | • Paediatrics |
| • Oncology | • Palliative Care |
| • Psychiatry | • Urology |
| • Ophthalmology | • Emerald Hospital (rural rotation) |

ACCREDITED TRAINING POSITIONS

What accredited training positions does your facility offer?

Registrars/PHOs

- | | |
|---------------------------|----------------------------|
| • Anaesthetics | • ENT (non accredited) |
| • Intensive Care Medicine | • Obstetrics & Gynaecology |

Registrars/PHOs

- | | |
|--|---------------------------|
| • General Surgery | • Paediatrics |
| • Psychiatry | • Palliative Care |
| • Emergency Medicine | • Rehabilitation Medicine |
| • General Medicine (Including terms in Medical Oncology, Geriatric Medicine, Renal Medicine, Cardiology) and Advanced Training General Medicine and Renal Medicine | |

ROTATIONS

Will there be opportunities to do term rotations at another facility? If yes, which facility/facilities will the rotation(s) be to?

Yes – All Interns and Resident Medical Officers are required to do 1 off site rotation per year.

- Interns rotate to Gladstone Hospital, Capricorn Coast Hospital, Emerald Medical Group and Theodore Medical Centre.
- Resident Medical Officers (PGY2 and PGY3) rotate to Gladstone Hospital, and Emerald Hospital

RURAL/COUNTRY RELIEVING

Is rural/country relieving part of PGY1?

No

REMOTE CALL

Does your facility require remote call? If yes, what are the conditions?

No. RMO - PGY2 – There is a remote call roster to cover sick or emergent leave for the weekend overnight ward call shifts.

WARD CALL

Does your facility require ward call? If yes, what are the conditions?

Yes: Ward call for Interns is rostered evening shifts in General Surgery and Orthopaedic Surgery Rotations. Medicine – ward call for weekend evening shifts. Interns are provided opportunities for admission shifts in Medicine and Surgical rotations.

Interns do not undertake overnight ward call.

Resident Medical Officers (PGY2 & PGY3) are allocated Overnight Hospital ward call for Medical and Surgical specialities, as well as the above.

EDUCATIONAL SESSIONS

Does your facility provide educational sessions? If yes, what type of educational sessions and how often would they occur?

Educational sessions include:

- Mandatory protected weekly Intern education sessions catering for Intern learning needs and linked to the Australian Curriculum Framework for Junior Doctors (ACFJD) and the AMC Intern Training Intern Outcome Statements.
- Term Orientation Meeting – prior to end of term
- Daily departmental specific education program including journal clubs, radiology, pathology, and clinical sessions
- Grand Round Videoconferences from Brisbane (Medical, Paediatric, Trauma, Surgery and ICU)

Educational sessions include:

- Skills Workshops
- Intern Case Based Presentations
- RMO masterclasses
- Acute care skills workshops
- Basic Life Support Refresher and Advanced Life Support Interns level (ALSi) is delivered during Term 1.

SUPPORT FOR INTERNS

What type of support does your facility provide for Interns?

Support for Interns is provided by the following

Medical Education Unit:

- Formal education program
- Personal and professional support for all junior doctors – open door
- Oversight to departments to ensure all interns are fully supervised at all times, receive quality education, training, feedback and assessment.
- Mentoring program
- Medical lounge with IT / tea room / sleep pods, showers and lockers
- Pastoral care. All Interns & RMOs have a meeting each term with the Principal Education Officer or the Director of Clinical Training
- Term allocations are available at a diverse range of locations to enhance learning opportunities
- Opportunities for leadership roles and participation in governance of Intern Training Program.
- New Term Orientation meetings
- Advocacy

Senior Medical Staff:

- Provide clinical guidance and training during each rotation
- Mentoring and career advice for those looking to get into specific specialities
- Supervision and regular feedback for learning objectives and assessment outcomes

Medical Administration / Medical Workforce:

- Director Medical Services, Rockhampton Hospital and Director Medical Services, Gladstone and Banana.
- Medical Workforce Support Unit – will provide assistance with the administrative side of your employment. MWSU coordinate your recruitment, immigration and AHPRA registration processes from your initial registration through to your General Registration applications. If your visa requires a renewal during your employment with CQHHS, MWSU will also coordinate this process with you. They also provide support for all Junior Doctor onboarding, medicare applications, and award entitlements enquiries.
- Career progress support and advice

Employee Assistance Scheme (EAS):

- Available to all employees 24/7. This information is found on the Central Queensland Hospital and Health Service QHEPS home page

Support for Interns is provided by the following

The RMO Society:

- aims to provide a network for all Medical Officers at Rockhampton Hospital and encourages involvement in social, educational and advocacy activities.

Workplace Equity and Harassment Officer (WEHO) Network:

- Workplace Equity and Harassment Officers (WEHOs) are an important first point of contact for employees who require information on a range of workplace issues. The WEHO function sits outside any CQHHS complaints process and is an information and advice service provided to assist CQHHS employees to make their best decisions in tough situations

Department Secretaries:

- Director Secretaries provide support at the departmental level for all Medical rostering, payroll issues and non-allocated leave requests (discretionary leave)
-

WORKLOAD and OVERTIME

What is the average workload per week for each compulsory and non-compulsory term? Is overtime required? If yes, will this be paid?

Compulsory Terms:

- Medicine: 76 hours per fortnight
- Surgery: 76 hours per fortnight
- Emergency Medicine: 76 hours per fortnight

Non-Compulsory Terms

- All elective terms 76 hours per fortnight
- Occasionally additional hours are negotiated and are always in accordance with the *Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018 (MOCA 5) and fatigue management policies.*

Overtime

- **All clinical overtime must be prior approved by the Department Clinical Director and Director of Medical Services for the hospital.**
- The Medical Education Unit monitors workload and overtime for fatigue risk and offers advocacy and support where required.

NIGHT DUTY

Does your facility require night duty? If yes, what are the conditions?

Interns do not participate in night duty

LEAVE

Am I able to take leave any time during the year or will I have to be part of a leave roster?

You are entitled to 5 weeks of leave per year, The Medical Education Unit will allocate you a 5-week block of leave which will be rostered based on preferences indicated on the Intern Allocation & Leave Preference Form. In exceptional circumstances, consideration may be made to reduce your allocated to a 4-week block of leave allowing you some additional flexibility in how you use your remaining week of leave. If you elect to take this option, you will need to negotiate your leave requests with the Department affected at least 6 weeks in advance.

LEAVE IN ADVANCE

Do I need to negotiate my leave in advance?

Who do I need to negotiate leave with and when do I need to do this by?

Interns will be asked to indicate their leave preferences (via the Intern Allocation & Leave preference form) which will be emailed by the Medical Education Unit. Once leave is allocated the leave application process for payroll purposes is coordinated by the Medical Education Unit.

RELOCATION

Does your facility provide financial assistance with relocation?

Yes. Assistance towards your travel and relocation expense (less than 12 months is pro-rata) will be reimbursed on production of original receipts and/or tax invoices for costs incurred to relocate furniture and personal effects. Please note that proof of payment is required for all items you are claiming. Separate to this, reimbursement of travel costs to Rockhampton from your address at the time of recruitment will also be provided. Limitations apply.

This includes one-way flights or fuel from place of recruitment to Rockhampton, removalist and/or storage costs for furniture and vehicle and 1 nights' accommodation and food if driving (this is based on trips from within 8-10 hr radius of Rockhampton).

Once you reach Rockhampton, we deem that you have relocated. Any costs incurred by you to travel to other destinations after reaching Rockhampton are not claimable. (For example, you reach Rockhampton and then choose to leave for a family engagement in another town. Airport parking or fuel expenses are not claimable for the second trip.) However, mileage is paid if travel is required when allocated to other sites within CQHHS.

Please Note - all Interns are considered to be recruited from within Australia.

ACCOMMODATION

Does your facility provide accommodation or financial assistance with accommodation?

Temporary hospital managed accommodation is offered for a period of 4 weeks from the time of commencement to allow Interns to make their own longer-term arrangements. Shared accommodation only is provided. If the Intern is accompanied by their partner or dependents, additional approval is required and if approved will be charged at \$36 per additional room per day. Approval is dependent on availability.

If allocated a rotation outside of Rockhampton, Interns will be provided with suitable accommodation at no expense.

PART-TIME or JOB-SHARE

Is part time or job share an option your facility can accommodate?

Central Queensland Hospital and Health Service, as a standard practice prefer only to offer fulltime employment. Part-time or job-share arrangements for Interns or Resident Medical Officers would be considered on request.

TERM 2 COMMENCEMENT

Is Late Start an option your facility can accommodate?

Central Queensland Hospital and Health Service does not usually accommodate late start candidates, however if there are extenuating circumstances we may consider it on a case by case basis.

SWAPPING or TRANSFERS

Does your facility consider swapping or transfer requests?

If yes, what are the terms and conditions associated with a swap or transfer?

Yes, this is dependant on the circumstances and would be considered on a case by case basis.

INTERN: CONSULTANT RATIO

What is your facility's average intern: consultant ratio?

This ratio will vary depending on the Department of Unit. It will be either 1:1 or 1:2 ratio.

FACILITY BENEFITS

What other services (e.g.: library, gym, swimming pool, close to shopping centres and public transport etc) are offered?

As per below

- | | |
|---|-----------------------------|
| • Diverse range of patient conditions and 'hands on' learning experiences | • Café |
| • An active and consultative Medical Education team | • ATM |
| • Learning and Development Centre | • Post Office |
| • University of Queensland Rural Clinical School | • Close to Shopping Centres |

As per below

- Health Sciences Library (24 hours access) with Intern access
- Resident Medical Officer Society (RMO Society)
- Medical Officers lounge
- Easy accessibility to the airport with daily services to all major centres
- Simulation lab
- Onsite Multi story car park
- Public Transport Available
- Fitness Passport

CAR PARKING

What parking arrangements can your facility offer?

As per below:

- Multi story car park on site with discounted rates available for staff (\$4 per day).
- Non-metred street parking (limited in close proximity to hospital)

LIFESTYLE OFFER

What sort of lifestyle can your location offer?

Central Queensland boasts some of the best beaches and bushland in Queensland with an abundance of National Parks for swimming, hiking and camping all within a 3-hour drive. We offer a relaxed lifestyle with all the city charms at a regional pace, with excellent cafes, restaurants and bars to enjoy, and major retail chains and boutique shopping available across the region. The best part is no long hours commuting, it is literally 15 minutes anywhere within the city limits. Some of the key attractions are;

- Yeppoon and Emu Park is a 30-minute drive from Rockhampton, here you will find stunning sandy beaches stretching the length of the coast line (and bonus, you can swim at them all year round!!). These coastal towns also boast some of CQ's best café's and bars to enjoy after your morning walk along the strand or up the beautiful Kemp Hill where you can spot dolphins, dugongs and turtles playing and feeding off the rocks. If you are lucky you may even see the whales passing by on their annual migration.

Yeppoon has a relaxed beach lifestyle and is developing an eclectic style which makes it the perfect weekend getaway spot. While at Yeppoon you are sure to find a stretch of beach all to yourself and even a modern treasure to add to your home. Yeppoon has also recently opened its new beachside attraction, the lagoon, so if you don't like swimming in the ocean but love the beach view, you can enjoy a coffee, a cocktail or a quick dip in the infinity lagoon whilst overlooking the Yeppoon main beach.

If you want to explore the more patriotic side of Central Queensland, you can enjoy a relaxing walk along Anzac way on Emu Park main beach and learn about the participation and involvement Central Queensland has had in the world wars. We even have a stunning dawn service here on Anzac Day, it is one not to miss.

- Great Keppel Island – is a short 30-minute boat ride from the Yeppoon Marina, here you will be able to explore 17 white sandy beaches, enjoy a spot of snorkelling, diving or fishing on the stunning Great Barrier Reef. If fishing and underwater activities, you can sun yourself on the beautiful beach, enjoy a cocktail in the beachside bar, explore one of the many walking tracks or grab a jet ski or paddle board and cruise the Island (or main beach). Great Keppel Island also has a variety of accommodation on offer for weekend trips away with your family or friends.

- Limestone Caves are located approximately 20km north of Rockhampton and great to explore on hot days. If you like the theatre, they also have opera in the caves which is lit by candle light.
- Mount Archer National Park is in the heart of Rockhampton with stunning views of the city. In 2018 Rockhampton City Council opened up a new boardwalk and amphitheatre with unprecedented views, making it the perfect place for a weekend BBQ or picnic. It is also a great spot to get your fitness kick with hiking and mountain bike trails all over the mountain and walking and cycling paths up the road starting at Pilbeam Drive.
- Fitzroy River provides many leisure and sporting opportunities. The freshwater side of the Fitzroy River houses the Rockhampton Ski Gardens, with a majestic rest area. On the river itself, take advantage of the boat ramps and explore the river at your own leisure. Back in the city limits, the Fitzroy River has an upgrade riverbank with playgrounds, a walking path and BBQ areas for weekend catch-ups with friends. It is also the base for the Rockhampton River Festival and Capricorn Food and Wine Festival held each year.
- The Pilbeam Theatre is a venue for the performing arts and for touring national and international performances in music, dance, comedy or drama.
- Rockhampton Art Gallery features major paintings by Australian artists with a focus on the 1940s to 1970s. The Walter Reid Arts Centre provides arts, crafts, music, hobby and club exhibitions.
- Yeppoon and neighbouring Byfield National Park are also home to the Corrabee Wildlife Park and natural fresh water swimming holes with public camping and BBQ area for a relaxing afternoon/weekend with friends (located approximately 40 minutes from Rockhampton).
- Blackdown Tableland National Park is located 180 km west of Rockhampton. This national parkland rises high above the surrounding plains and offers deep gorges with spectacular lookouts and scenic waterfalls. There are also rock faces displaying traditional Ghungalu artwork.
- Gladstone and the surrounding areas have plenty to explore with the quiet beachside suburbs of Tannum Sands, Boyne Island and Turkey Beach (the perfect spots for a relaxing weekend away, a spot of paddle boarding or some beach fishing). If you want a more active attraction why not check out the Mount Larcom or Kroombit Tops. Kroombit Tops is also a great place for a weekend of campaign, exploring waterfalls and a spot of 4WDing.

Gladstone city is also home to some fantastic cafes and restaurants for a nice night out or a quiet coffee catch up with friends. It is located 2.5 hrs north of the beautiful Agnes Waters and is a quick trip to Heron Island. Whilst you there, you can take a day trip out the to reef for a spot of reef fishing, snorkelling or diving on the beautiful Great Barrier Reef.

Other Details

Is there any additional information you would like to that we have not covered previously?



- We provide extensive hands on experience with direct consultant and Intern interaction, both in a one on one and group setting
- CQHHS has a 50% plus retention rate of Interns to Resident Medical Officer roles
- Renting in Rockhampton and Yeppoon will cost between \$220 - \$450 per week for a 2 – 4 bedroom house or unit.
- **Should you write a personal statement?** Yes of course you should if there is information you would like the selection panel to know.
- Include any research, publications and extracurricular activities you currently undertake or have done on your resume.
- **Will we support you to get onto a training program if you stay with CQHHS?** Yes we will try to support you but keep in mind your chosen specialty might be popular and it will be referred to a merit process.
- **What is the case mix like?** Great! You will receive exposure to a large variety of Medical and Surgical cases through all specialties which you won't see in many other facilities.

CONTACTS

Who do I contact for further information?

Hospital and Department

Medical Workforce Support Unit

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