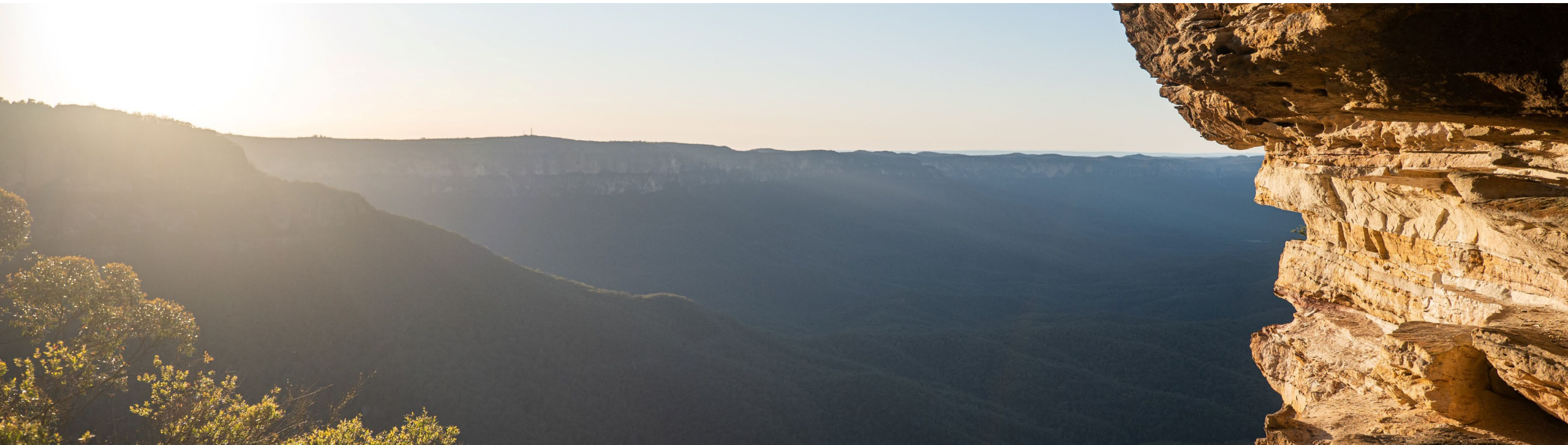
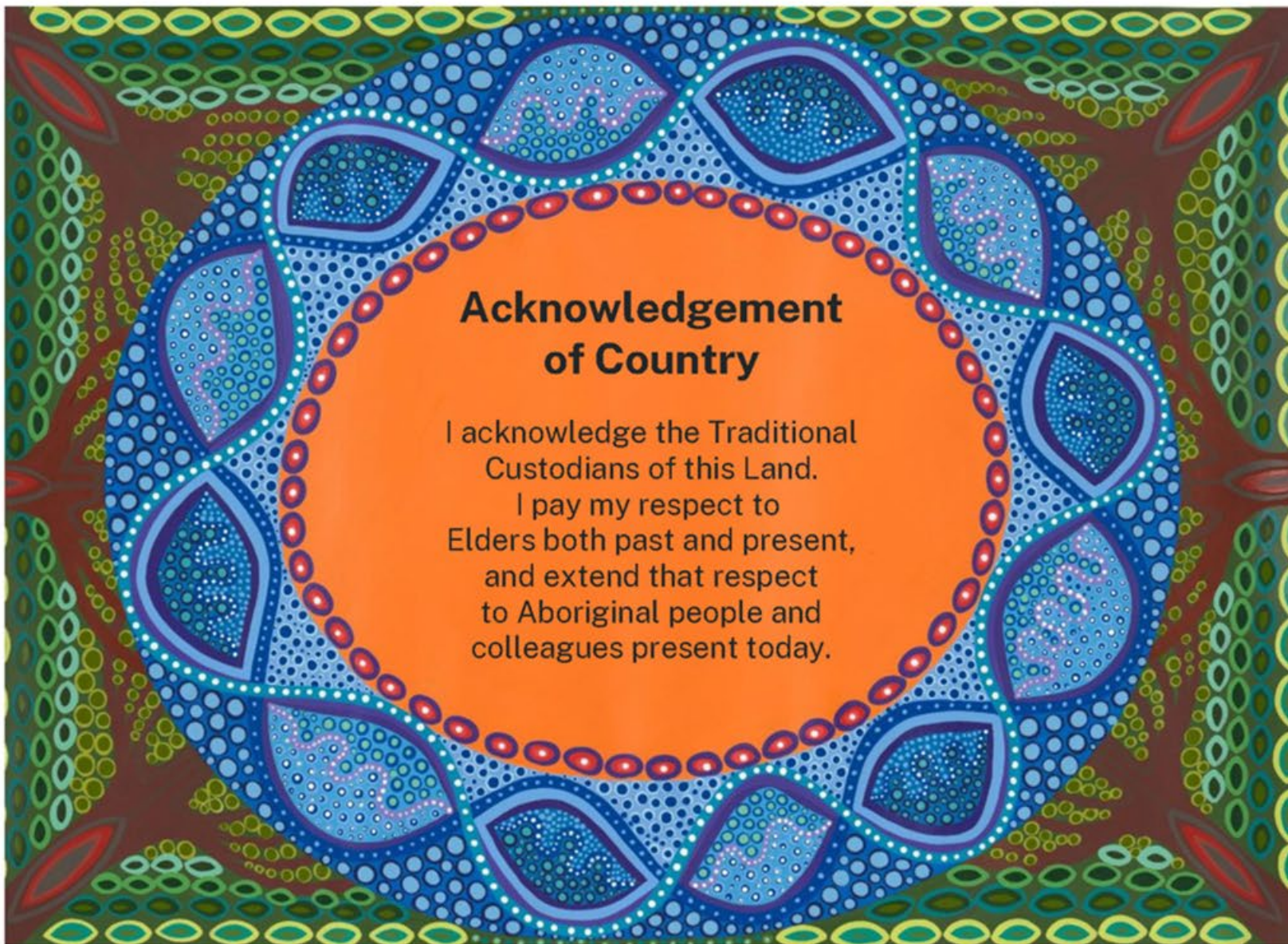


Applying for an Intern Position in NSW

Medical Intern Recruitment campaign for the 2027 clinical year
May 2026





'Dance Together' by Dr Bronwyn Bancroft

Overview



Slide number	Section
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Introduction



The Health Education and Training Institute (HETI) is one of the NSW Health pillar organisations and is a Chief Executive governed statutory health corporation. HETI designs and delivers high-quality education and training programs and activities for the NSW Health workforce.

HETI has delegated authority from the NSW Ministry of Health to allocate medical graduates to NSW intern positions

HETI is accredited by the Australian Medical Council (AMC) and approved by the Medical Board of Australia as the prevocational training accreditation authority for NSW

Roles and Responsibilities



-
- NSW Ministry of Health – sets the policy around allocation and recruitment
 - HETI – manages the allocation process of intern positions
 - Local Health District – employer
 - Australian Health Practitioners Regulatory Agency (Ahpra) – registration with Medical Board of Australia
 - HealthShare – provide support to applicants if they are having difficulties with ROB/ their application

NSW Intern Positions



2027 intern positions available

- 1233 positions across NSW
- 233 positions based in rural hospitals

2026 intern numbers

- 1675 applicants commenced an application in the online system
- 1561 applicants were eligible to be offered a position
- 1200 positions available in NSW including 229 positions based in rural hospitals
- 1077 graduates commenced intern roles with 139 based in rural hospitals

Eligibility

1

Eligibility Requirements



To be eligible for a NSW intern position applicants must:

1. Meet the NSW Health Priority Category criteria
2. Be expected to complete their medical degree this year or have completed their medical degree in the previous two years from an Australian Medical Council (AMC) accredited Australian/New Zealand medical school
3. Not previously have worked as a doctor

NSW Health Priority List

2027 Medical Intern Recruitment Campaign



Priority	Definition
1	Medical graduates of NSW universities who are Australian/New Zealand citizens or Australian permanent residents (Commonwealth Supported Place and Domestic Full Fee paying). This priority category is guaranteed for an intern position in NSW.
2	Medical graduates of interstate or New Zealand universities who completed Year 12 studies in NSW who are Australian/New Zealand citizens or Australian permanent residents (Commonwealth Supported Place, Domestic Full Fee Paying or NZ equivalent).
3	Medical graduates of interstate or New Zealand universities who completed Year 12 studies outside of NSW who are Australian/New Zealand citizens or Australian permanent residents (Commonwealth Supported Place, Domestic Full Fee Paying or NZ equivalent).
4	Medical graduates of NSW universities who are not Australian/New Zealand citizens or Australian permanent residents and who hold a visa that allows them to work or are able to obtain a visa to work.
5	Medical graduates of interstate or New Zealand universities who are not Australian/New Zealand citizens or Australian permanent residents and who hold a visa that allows them to work or are able to obtain a visa to work in Australia.
6	Medical graduates of Australian Medical Council accredited universities that have campuses that are located outside of Australia or New Zealand (University of Queensland (UQ) Ochsner and Monash Malaysia) who are not Australian/New Zealand citizens or Australian permanent residents and who hold a visa that allows them to work or are able to obtain a visa to work in Australia.

Key Information

2

www.heti.nsw.gov.au/education-and-training/courses-and-programs/medical-graduate-recruitment

The Medical Portfolio at HETI manages the applications and allocation of medical graduates who are applying for a medical intern position across the 15 NSW prevocational training networks.

To apply for a position through the annual Medical Intern Recruitment campaign applicants must:

- Meet the NSW Health Priority Category criteria
- Be expected to complete their medical degree this year or have completed their medical degree in the past two years from an Australian Medical Council (AMC) accredited Australian or New Zealand medical school
- Not previously have worked as a doctor

Important Information	Pathways and Procedures	Additional Information
Applicant Guide Applicant Guide Quick List Key Dates Presentation on applying for internship NSW Health Priority List Internship numbers National audit information	Aboriginal Medical Workforce Rural Preferential Recruitment Direct Regional Allocation Optimised Allocation Extenuating Circumstances and Change in Personal Circumstances	Swap Request Guidelines Template Letter of Anticipated Completion Intern Recruitment Annual Report Intern Term Dates Map My Health Career Frequently Asked Questions

Key Dates



Information	Date
Application period opens	Tuesday 5 May 2026
Application period closes	Thursday 4 June 2026 (11:59pm)
Aboriginal Pathway conditional offers made	Monday 13 July 2026
Rural Preferential Recruitment Pathway conditional offers made	Monday 13 July 2026
Regional Pathway conditional offers made to Category 1 applicants	Wednesday 15 July 2026
Optimised Pathway conditional offers made to Category 1 applicants	Wednesday 15 July 2026

Support Available



Visit HETI Medical Intern Recruitment website

<https://www.heti.nsw.gov.au/education-and-training/courses-and-programs/medical-graduate-recruitment>

Talk to your University Liaison Officer

Contact HETI for any questions regarding the recruitment pathways and application process.



(02) 9844 6562 (Monday to Friday 8:30am – 4pm)



HETI-Internship@health.nsw.gov.au

Contact HealthShare Customer Experience Team for any technical or StaffLink questions.



1300 443 966

Prevocational Training in NSW

3

Prevocational Training Networks in NSW



- Two years of on-the-job training in accredited and supervised positions
- Prevocational training networks have a range of clinical terms in hospitals, community facilities and some general practices

	Experience	Completion
Intern year (PGY1)	Supervised general clinical experience in accredited training positions within a health service. Education and training opportunities to enable the achievement of the prevocational outcome statements.	Meet Medical Board of Australia's requirements to obtain general registration
Resident year (PGY2)		PGY2 Certificate of Completion (issued by the Australian Medical Council)

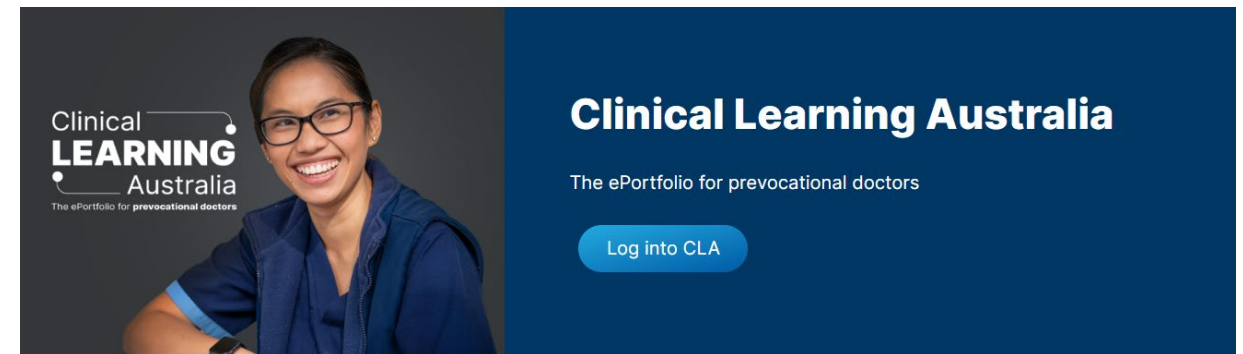
Prevocational Training Networks in NSW



NETWORK	HOSPITALS
Network 1	Royal Prince Alfred Hospital, Dubbo Hospital
Network 2 – REGIONAL	Bankstown-Lidcombe Hospital, Campbelltown/Camden Hospital
Network 3	Concord Hospital, Canterbury Hospital, Broken Hill Base Hospital
Network 4 – REGIONAL	Liverpool Hospital, Fairfield Hospital, Tweed Valley Hospital
Network 5	Royal North Shore Hospital, Ryde Hospital, Port Macquarie Base Hospital
Network 6	Hornsby Ku-ring-gai Hospital, Mona Vale Hospital, Northern Beaches Hospital, Sydney Adventist Hospital
Network 7 – REGIONAL	Gosford Hospital, Wyong Hospital
Network 8	St George Hospital and Community Health Service, Griffith Base Hospital , Sutherland Hospital, Albury Wodonga Health – Albury Campus
Network 9	Prince of Wales Hospital, Lismore Base Hospital
Network 10	St Vincent's Hospital, Wagga Wagga Health Service
Network 11 – REGIONAL	Wollongong Hospital, Shellharbour Hospital, Shoalhaven Memorial Hospital
Network 12 – REGIONAL	John Hunter Hospital, Belmont Hospital, Calvary Mater Newcastle, Hunter New England Mental Health, Manning Base Hospital, Tamworth Hospital, Maitland Hospital
Network 13	Westmead Hospital, Auburn Hospital, Coffs Harbour Health Campus, Orange Health Service
Network 14 – REGIONAL	Nepean Hospital, Blue Mountains District ANZAC Memorial Hospital, Hawkesbury District Hospital
Network 15 – REGIONAL	Blacktown Hospital/Mt Druitt Hospital, Bathurst Health Service

National Framework Requirements for Prevocational Training

- Provides a structured and comprehensive training pathway to equip trainees with the necessary knowledge, skills, and clinical experiences in the PGY1 and PGY2 years.
- Resources available at <https://www.heti.nsw.gov.au/education-and-training/our-focus-areas/medical/national-framework-for-prevocational-medical-training>
- Clinical Learning Australia (CLA) – the ePortfolio for prevocational doctors [Clinical Learning Australia](#)



Recruitment Pathways

4

Four Recruitment Pathways



- Aboriginal Medical Workforce (AMW) pathway
- Rural Preferential Recruitment (RPR) pathway (merit based)
- Direct Regional Allocation (DRA) pathway
- Optimised Allocation (OA) pathway

Aboriginal Medical Workforce pathway (AMW)



- National commitment to ‘**close the gap**’ in Aboriginal health outcomes and life expectancy
- Pathway available for Aboriginal and/or Torres Strait Islander medical graduates to be allocated to their first preference of prevocational training network or rural preferential hospital

Refer to the HETI [Aboriginal Medical Workforce pathway](#) webpage for application information

Aboriginal Medical Workforce pathway (AMW) Application Process



AMW applicants are required to complete an online application form including:

- Provide their personal story including connections to family, culture, country, and how they celebrate their Aboriginality.
- Outline their reasons for choice of prevocational training network or rural preferential hospital.
- Outline their commitment to improving health outcomes for Aboriginal peoples and their goals as an Aboriginal doctor.

And

- Provide corroboration of Aboriginality (upload documentation)

AMW applications review process



-
- Applications reviewed by Committee in early June
 - Committee includes representation from AIDA, Ministry of Health and Aboriginal doctors
 - For 2026 clinical year 22 graduates applied through the pathway (21 NSW graduates and one interstate graduate) with 18 accepting positions

Rural Preferential Recruitment pathway (RPR)



- Aims to build a sustainable medical workforce in rural areas to improve access to services to achieve better health outcomes across rural NSW
- Provides a clear pathway linking undergraduate training in rural areas to postgraduate medical training positions in rural areas

Refer to the HETI [Rural Preferential Recruitment pathway](#) webpage for application information

Rural Preferential Recruitment pathway (RPR) Hospitals



- All NSW Health Priority List - Category 1 to 6 applicants are eligible to apply through the RPR pathway
- Financial support and/or incentives may be available to applicants – refer to hospital advertisements & read the terms and conditions
- All successfully matched candidates will receive offer on first day of offer period one

RPR Hospitals	
Albury Wodonga Health – Albury Campus*	Manning Base Hospital*
Broken Hill Base Hospital*	Orange Health Service*
Coffs Harbour Health Campus	Port Macquarie Base Hospital
Dubbo Hospital*	Tamworth Hospital*
Griffith Base Hospital (three terms only)	Tweed Valley Hospital
Lismore Base Hospital	Wagga Wagga Health Service*
Maitland Hospital	

*Eligible return of service hospitals for rural cadets

Rural Preferential Recruitment pathway (RPR) Application Process



- **First step** – Complete an application for internship on the NSW Health Careers Portal via the Medical Intern Recruitment tile
- **Second step** - Complete separate application/s for each rural hospital applicants are interested in working at

Please note:

- Address the selection criteria for each application
 - There is a 1hr time limit in the system when submitting responses to selection criteria
- **Third step** – Preference all RPR hospitals that applications have been submitted to even if only one hospital has been submitted

RPR Selection Criteria



1. Qualifications and experience commensurate with the Essential Requirements for the role.
2. Demonstrates ability to work independently within a supervised complex clinical environment utilising excellent clinical skills (at the required level of competency), judgment and expertise.
3. Ability to work effectively as part of a multi-disciplinary team with an understanding of the roles of the doctor and other members of the healthcare team.
4. Excellent written and verbal communication skills and ability to communicate effectively and respectfully with patients, family members and other members of the health care team.
5. Good organisational and time management skills and ability to manage competing priorities in a complex environment.
6. Demonstrated commitment to quality improvement, patient safety and risk management.
7. Evidence of continuing professional development and commitment to self-education.
8. Demonstrated interest in and commitment to the provision of quality healthcare in a rural setting.

Rural Preferential Recruitment pathway (RPR) Interviews



- Rural hospitals will review applications and contact applicants for interview
- Interviews will be held between Monday 15 June – Thursday 25 June 2026
- Interviews may be face to face or virtual
- Rural hospitals rank applicants after interviews

Rural Preferential Recruitment pathway (RPR) Preferencing



- Applicants should only preference the hospitals where they are willing to work – these need to be finalised by **11.59pm Friday 26 June 2026**
- An independent preference matching process occurs after both the applicants and rural hospitals have finalised their rankings
- RPR hospital preferences are independent of the prevocational training network preferences

Why Choose Between Hospital or GP? Do Both. Do Rural Generalism.



NSW Rural Generalist Training Coordination Unit

We're here to support you, scan the QR to express your interest



Direct Regional Allocation pathway (DRA)



- Gives priority to filling regional and outer metropolitan training networks and to building a sustainable regional and outer metropolitan workforce over the longer term in NSW
- Priority Category 1 to Category 4 applicants are eligible to apply
- Preference a regional network first (**Network 2, 4, 7, 11, 12, 14 or 15**) to be considered through this pathway

Refer to the HETI [Direct Regional Allocation pathway](#) webpage for application information

Direct Regional Allocation pathway (DRA) Preferences



- Only the **FIRST** regional network preference is taken into consideration for the DRA pathway
- Conditional offers are made in order of the NSW Health Priority list
- If there are more applicants who preference a regional network first than the number of positions available, an algorithm is used to allocate applicants
- At the time of offers the priority category of applicants being offered positions at different DRA networks may differ
- For each regional network the next priority category applicants are only allocated when there are no remaining unplaced applicants from the previous category
- If a regional network runs out of category 1 to 4 applicants any remaining positions will be filled through the Optimised Allocation pathway

Optimised Allocation pathway (OA)



- This pathway predominately facilitates allocation to positions in inner and outer metropolitan Sydney in the prevocational training networks and may also fill vacancies in regional networks
- Priority Category 1 to Category 6 applicants are eligible to apply
- Majority of positions through this pathway will be filled by Category 1 applicants
- Conditional offers will be made in order as per the NSW Health Priority List

Refer to the [HETI Optimised Allocation pathway](#) webpage for application information

Extenuating Circumstances



-
- Some applicants may have circumstances that exist at the time of application that may limit their ability to work in one or more of the 15 training networks in NSW
 - Applicants should refer to the HETI [Extenuating Circumstances](#) webpage to read the procedure and assess eligibility
 - EC applicants must complete EC application form and provide supporting documents
 - Application assessed by Committee in June

Extenuating Circumstances



There are **four criteria** for consideration under extenuating circumstances:

Criterion	
1	The applicant requiring ongoing highly specialised medical treatment and/or
2	Separation of the applicant from their dependent/s during prevocational training that would have a significant negative impact on the functioning of the applicant and/or their dependent/s, and/or
3	The applicant going through a significant life event during prevocational training that would have a negative impact on the applicant and/or their dependent/s and/or
4	The applicant has a disability with special access requirements

Change in Personal Circumstances



-
- Applicants who have circumstances that have changed after the close of the application period may be able to apply for consideration of a change in personal circumstances
 - Applicants must read the Change in Personal Circumstances procedure and provide evidence that the circumstance was not known to them at the time of making their online application
 - Applications can be made up until 8 weeks before the clinical year commencement date
 - Applicants will complete the change in personal circumstances application form and email to HETI-Internship@health.nsw.gov.au with supporting evidence

Application Process

5

Applicant Type



Applicant Type	Information on position type
Full time	One applicant is seeking a fulltime position
Joint	Two applicants from the same NSW Health Priority category are seeking fulltime positions in the same prevocational training network
Job share	Two applicants are seeking to share a fulltime position in the same prevocational training network
Part time	One applicant is seeking to work for reduced hours

Applicants with an impairment are asked to disclose it, particularly if they are participating in the Medical Board's health program. The Extenuating Circumstances process can be considered if required.

Minimum documentation needed



Minimum documentation needed for intern application:

- Letter from graduating university
- Proof of citizenship
- Year 12 certificate (if category 2)

Referees

- Only need to provide referees for the RPR pathway

Note: All documents must be certified correctly

Application Videos



The HETI Medical Intern Recruitment webpage has a series of videos to help applicants understand how to apply online for an NSW internship position

- Video 1 – Commencing your application
- Video 2 – Submitting and updating your network preferences
- Video 3 – Completing your document collection tasks
- Video 4 – Accepting or declining your conditional offer
- Video 5 – Responding to your formal letter of offer
- Video 6 – Completing your RPR application and preferences

Online Application Process



Medical Intern Recruitment Applications

- Applications open nationally on **Tuesday 5 May 2026**
- All applicants applying for an intern position must complete an online application through the NSW Health Careers Portal at <https://jobs.health.nsw.gov.au/>
- The online intern application, documents and preferences must be submitted by **11:59pm on Thursday 4 June 2026** to be eligible for a position in the 2027 clinical year

RPR Hospital Application(s)

- Applicants who wish to apply through the RPR pathway to a RPR Hospital must also complete a separate application(s) to each RPR Hospital
- RPR hospital application/s and preference/s must be submitted by **11:59pm on Thursday 4 June 2026** to be eligible for a position in 2027 clinical year

Late applications will not be accepted under any circumstances

Online Application Process



- Applicants can access the NSW Health Careers portal at <https://jobs.health.nsw.gov.au> to commence an application for an intern position



[About NSW Health](#) [Our organisation](#) [Recruitment initiatives](#) [How to apply](#) [My account](#) [Help](#)



NSW Health careers

Find your next job in your local community.

[Search all jobs](#)

- Alternatively, applicants can access the NSW Health Career portal via the HETI Medical Intern Recruitment webpage while applications are open
- Applicants who are applying through the RPR pathway to RPR Hospitals can access the JMO Careers portal from the Medical Intern Recruitment portal

Online Application Process



Account Login

[Employee and Contractor Login](#)

For further assistance please refer to [Support](#).

* User Name

* Password

[Forgot your user name?](#)

[Forgot your password?](#)

Login

New User

Below are the options to commence an application for the intern position and RPR position/s

- Current NSW Health Employees – must login in through the ‘Employee and Contractor Login’
- Previous NSW Health Employees – must log in with their username and password
- New to NSW Health – create a new user account

Applicants who are unable to login should contact the HealthShare Customer Experience Team.

Online Application Process – Application Steps



- Page 1 : Your Details
 - Page 2 : Questionnaire
 - Page 3 : Preferences
 - Page 4 : Acknowledgement
 - Page 5 : Declaration
 - Page 6 : Review and Submit
-
- Applicants will need to submit their 15 prevocational training network preferences in their preferred order
 - Document collection tasks will trigger after applicants have completed the declaration page

Online Application Process – Steps to complete...



01

Complete all
required fields in
your online intern
application

02

Preference the 15
prevocational
training networks

03

Complete your
document
collection tasks

Online Application Process – Certification of Documents



- All supporting documents must be certified by a JP, Commissioner of Declarations or Notary Public within the last 12 months.
- Certification must include full name, registration number, date and signature of the certifier.
- Certifier details will need to be entered after uploading documents in the document collection tasks
- Proof of identity documents must have the original sighted and a copy certified
- Statutory declarations will be accepted for certification of eligible electronic documents – NSW statutory declarations can be witnessed by a JP, legal practitioner or Notary Public

Conditional Offer

6

Conditional Offer



-
- Three offer periods (same dates nationally)
 - Offers will be made by email and an SMS sent
 - To view the details of the offer log back into the NSW Health Careers portal – it can take up to 15 minutes for details to be visible
 - Offers must be accepted or declined within 48 hours – after this time they will be automatically declined
 - Applicants who **decline** their offer (RPR or network) will **NOT** receive any further offers from HETI for the same clinical year
-

Intern swaps



-
- Refer to the Swaps Guidelines on the website
 - Swap requests must be ethical, comply with guidelines and NSW Health Code of Conduct
 - Must not include offer, or acceptance of financial incentive
 - Any unethical behaviour will result in swap not being supported
 - Only available to be requested to end of offer period two

Related Information

7

What happens if applicants have accepted an offer from 2 or more states?

- Data is provided to the national audit after each offer round
- Applicants with multiple offers are contacted by the National Data Manager by email and given 48 hours to confirm which offer they are keeping
- Applicants that do not respond by the deadline may have all offers, except for the first received offer, withdrawn by the relevant jurisdiction

Late Vacancy Management (LVM) process



-
- This process, coordinated by the National Data Manager, assists all states/territories to fill vacancies that arise after the national close date
 - Applicants who have not previously received an offer from NSW and are not currently holding an offer (from any jurisdiction) will be invited to opt in to the LVM
 - The LVM will run from **9 November 2026 to 19 March 2027**
 - Jurisdictions are required to check applicant eligibility with the National Audit team before making offers during the LVM

Registration with Ahpra



-
- Applicants need to change from student registration to provisional registration
<https://www.medicalboard.gov.au/>
 - Apply early through the Ahpra website from October; this should be completed by December to be ready for commencement of internship in January
 - Applicants cannot commence work until provisional registration has been obtained
 - Obtaining provisional registration as a medical practitioner is the applicant's responsibility
 - Ahpra governs and charges a fee for the transfer of student registration to provisional registration. For all fees, please review the Ahpra website at www.ahpra.gov.au
-

Working with Children Check Clearance



-
- Applicants will need to provide the employer a NSW Working with Children Check application or clearance number during their pre-employment checks
 - Visit the NSW Commission for Children and Young People website to complete a WWCC application <https://www.ocg.nsw.gov.au>
 - Applicants are responsible for paying the prescribed fee

Hot tips



-
- Apply on time (late applications not supported)
 - Ensure your application is complete before submitting
 - Contact HETI if you realise you have made a mistake with your documentation – HETI can reset your tasks
 - Do not stack your preferences
 - Understand that you can only get a maximum of one offer in NSW (doesn't matter what pathway)

Connect with us



Contact HETI for any questions regarding the recruitment pathways and application process.



(02) 9844 6562 (Monday to Friday 8:30am – 4pm)



HETI-Internship@health.nsw.gov.au

Contact HealthShare Customer Experience Team for any technical or StaffLink questions.



1300 443 966

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