



HEALTH  
EDUCATION  
& TRAINING

# ANNUAL REPORT

Medical Intern Recruitment to NSW Prevocational  
Training Positions for the 2023 Clinical Year



## **ACKNOWLEDGEMENTS**

Produced by:

Allocation, Accreditation and Faculty Unit – Medical Portfolio

Health Education and Training Institute (HETI)

HETI takes this opportunity to acknowledge the strong collaboration with Local Health Districts, Specialty Networks, the NSW Ministry of Health, NSW Health Pillars and other public health organisations.

HETI greatly values the partnerships and expertise without which the successful development of this resource would not have been possible.

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TRIM DOC23/660



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## EXECUTIVE SUMMARY

The Medical Portfolio of the Health Education and Training Institute (HETI) have delegated authority from the NSW Ministry of Health to recruit medical graduates to prevocational training networks in NSW on behalf of Local Health Districts (LHDs) or Public Health Organisations. HETI coordinates the recruitment of medical graduates from Australian Medical Council (AMC) accredited Australian and New Zealand universities seeking their initial training position as a doctor.

In NSW, prevocational training positions are located within 15 prevocational training networks. Networks consist of multiple hospitals from metropolitan, regional and rural locations who work cooperatively to provide the training and experiences required to prepare prevocational doctors for a diverse range of medical practice.

Prevocational training positions offered by HETI are two-year positions and enable the trainee to complete their first and second postgraduate year (PGY) in a single network. All the terms and facilities in the network are accredited for prevocational training.

The network assigns the trainee to a home hospital. The trainee's employer is the LHD that governs the home hospital. Applicants who accept positions acknowledge they will rotate to any facility in the network if required. It will be necessary to complete at least one term in the two year period outside the home hospital.

This report reflects work undertaken by HETI in 2022 to recruit medical graduates to prevocational training positions commencing in January 2023.

In 2022, 1525 medical graduates applied for a prevocational training position in NSW for the 2023 clinical year. Of these applicants, 909 were NSW domestic students who were guaranteed a recruitment offer, with 799 guaranteed applicants accepting a position. There were 121 graduates of interstate universities (116 domestic and 5 international), 141 NSW international graduates and 29 offshore graduates recruited.

For the 2023 clinical year there were 1120 Ministry of Health funded positions, an increase of 46 positions from 2022. A total of 1088 of the 1120 Ministry of Health funded positions were filled by 1090 medical graduates (two positions were job shared). This is an increase of 40 medical graduates placed in the previous year.

The NSW Health Priority List for intern recruitment for 2023 is on page 8. Outlined below is the number of applicants accepting positions by priority category.

Priority category	Positions accepted (headcount) for 2023 clinical year
1	799
2	78
3	38
4	141
5	5
6	29
<b>Totals</b>	<b>1090</b>

\* Four category 1 applicants are job sharing 2 positions.

A total of 20 Aboriginal medical graduates applied for internship via the Aboriginal Medical Workforce (AMW) Pathway for the 2023 clinical year. 18 applicants were from NSW and two were from interstate. Of the 20 applicants who applied, 19 applicants accepted their positions and one declined their offer. All 19 applicants commenced their internship in the 2023 clinical year in the hospitals or networks they requested.

For the 2023 clinical year there were 176 home based positions available via the Rural Preferential Recruitment (RPR) Pathway. A total of 161 applicants accepted positions in RPR hospitals with 5 of these positions filled through the AMW Pathway.

Following exhaustion of eligible applicants from the initial RPR interviews, a total of 22 positions were filled through an Expression of Interest (EOI) process at the following RPR hospitals:

- Dubbo Hospital [1]
- Broken Hill Base Hospital [1]
- Coffs Harbour Health Campus [1]
- Lismore Base Hospital [2]
- Manning Base Hospital [2]
- Orange Health Service [2]
- Maitland Hospital [3]
- Tamworth Hospital [3]
- Albury Wodonga Health - Albury Campus [3]
- The Tweed Hospital [3]

All eligible onshore and offshore medical graduates were exhausted in NSW for the 2023 clinical year. Several networks had vacancies at the commencement of the LVM process in December 2022. At the close of the LVM process on 24 March 2023, there were 32 vacancies remaining in total. The unfilled positions were distributed as follows:

### **Network positions**

- Network 2 (Bankstown-Lidcombe Hospital and Campbelltown/Camden Hospital) - 1
- Network 3 (Concord Hospital) - 2
- Network 5 (Royal North Shore Hospital) - 1
- Network 7 (Gosford Hospital & Wyong Hospital) - 2
- Network 8 (St George Hospital and Community Health Service) - 1
- Network 10 (St Vincent's Hospital) - 1
- Network 12 (John Hunter Hospital) - 1
- Network 14 (Nepean Hospital) - 5
- Network 15 (Blacktown Hospital & Mt Druitt Hospital) - 3

### **RPR Positions**

- Coffs Harbour Health Campus - 4
- Dubbo Hospital - 2
- Lismore Base Hospital - 2
- Manning Base Hospital - 1
- Orange Health Service - 1
- Tamworth Hospital - 2
- The Tweed Hospital - 1
- Wagga Wagga Health Service - 2

## INTRODUCTION

HETI coordinates the recruitment of medical graduates from accredited Australian Medical Council (AMC) accredited medical schools in Australia and New Zealand into prevocational training positions in NSW on behalf of LHDs.

The 2006 Council of Australian Governments (COAG) Agreement between the Commonwealth and the NSW government, guarantees all medical graduates from NSW medical schools, who are Australian citizens and permanent residents will be offered an internship position. International full fee-paying students are eligible to apply for internship but are not guaranteed an internship position.

The number of prevocational training positions available for the clinical year is determined by the Local Health Districts (LHDs). In NSW, prevocational training positions are two-year positions that enable the trainee to complete their first and second postgraduate (PGY) years in a single training network.

Prevocational training positions are located within 15 prevocational training networks. Each network consists of a range of hospital and non-hospital facilities who work cooperatively to provide the training and experiences required for trainees to achieve general registration.

Allocation occurs using four recruitment pathways and the NSW Health Priority List. The recruitment pathways are:

1. Aboriginal Medical Workforce Pathway
2. Rural Preferential Recruitment Pathway
3. Direct Regional Allocation Pathway
4. Optimised Allocation Pathway

The Ministry of Health determines the NSW Health Priority List each year. This specifies the eligibility of applicants for the recruitment process, as well as the order in which offers will be made within the individual recruitment pathways. The NSW Health Priority List for 2023 Clinical Year is displayed in Table 1. Offers are made according to a nationally agreed set of dates (Table 2).

NSW employs more prevocational trainees than any other State or Territory in Australia. For the 2023 clinical year there were 1120 Ministry of Health funded positions, an increase of 46 positions from 2022. The number of positions available by clinical year is outlined in Table 3. The number of positions available for the 2023 clinical year by prevocational training network is listed in Table 4. In addition, eight positions for NSW graduates were recruited by the ACT to fill positions in South East Regional and Goulburn hospitals which form part of the ACT prevocational training network.

For the 2023 clinical year a total of 1525 medical graduates applied through the NSW Health Careers Portal via the Medical Intern Recruitment Application (MIRA) program. Of these, 909 were NSW domestic students who were guaranteed an internship offer.

Table 5 provides a summary report of the outcomes of the allocation process for the clinical year by each priority category. All NSW domestic graduates received an offer, with 799 accepting a position. There were 141 NSW international students recruited; this was a decrease of 8 from the previous year. 131 graduates of interstate universities were recruited (116 domestic students and 5 international students). Additionally 29 medical graduates of

an AMC offshore facility also accepted an offer, this is an increase by 13 from the previous year. The eight NSW Health funded positions at South East Regional and Goulburn hospital were filled by the ACT.

A total of 1088 positions in NSW, were filled by 1090 interns with 4 interns job sharing 2 positions.

**TABLE 1: NSW HEALTH PRIORITY LIST FOR INTERN RECRUITMENT FOR 2023 CLINICAL YEAR**

Priority Category	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 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 with campuses that are located outside of Australia or New Zealand (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.



**TABLE 2: KEY DATES FOR NSW MEDICAL GRADUATE RECRUITMENT FOR 2023 CLINICAL YEAR**

Monday 4 April 2022	Medical intern recruitment information available on HETI website
Monday 9 May 2022	Medical intern applications open in MIRA
Monday 9 May 2022	Rural preferential recruitment (RPR) applications open in JMO Career Portal
Thursday 9 June 2022 (11.59pm)	Rural preferential recruitment applications close in JMO Career Portal
Thursday 9 June 2022 (11.59pm)	Medical intern applications close in MIRA
Thursday 16 June 2022	Aboriginal Medical Workforce Pathway Committee meets
Monday 20 June 2022	Rural Preferential Recruitment interview period commences
Thursday 23 June 2022	Extenuating Circumstances Committee meets
Wednesday 29 June 2022	National Audit of Applications commences
Thursday 30 June 2022	Rural Preferential Recruitment interview period concludes
Thursday 30 June 2022 (11.59pm)	Deadline for RPR applicants to re-order/change RPR preferences on JMO Career Portal
Monday 4 July 2022 (5.00pm)	Deadline for RPR hospitals to finalise applicant rankings
Monday 18 July 2022	National Offer Period 1 commences
Monday 18 July 2022	Aboriginal Medical Workforce pathway offers made
Monday 18 July 2022	Rural Preferential Recruitment pathway offers commence
Wednesday 20 July 2022	Direct Regional Allocation pathway offers commence
Wednesday 20 July 2022	Optimised Allocation pathway offers commence
Friday 5 August 2022	Offer Period 1 closes
Tuesday 9 August 2022	1st National Audit of Acceptances and Unplaced Applicants commences
Thursday 18 August 2022	Offer Period 2 commences
Friday 9 September 2022	Offer Period 2 closes
Tuesday 13 September 2022	2nd National Audit of Acceptances and Unplaced Applicants
Thursday 22 September 2022	Offer Period 3 commences
Friday 14 October 2022	Offer Period 3 closes
Tuesday 18 October 2022	3rd National Audit of Acceptances and Unplaced Applicants commences
Thursday 27 October 2022	Offer Period 4 commences
Friday 18 November 2022	Offer Period 4 closes – National Intern Recruitment Close Date
Tuesday 22 November 2022	4th National Audit of Acceptances and Unplaced Applicants commences
Monday 5 December 2022	National Late Vacancy Management (LVM) Process starts
Friday 24 March 2023	National Late Vacancy Management (LVM) Process closes

**TABLE 3: NSW HEALTH FUNDED INTERN POSITIONS FROM 2015 – 2023 CLINICAL YEARS**

<b>Positions by Local Health District / Private Health Ltd</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Adventist Health Care Ltd</b>									
Sydney Adventist Hospital	6	6	6	6	4	4	4	4	4
<b>Total</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>
<b>Albury Wodonga Health</b>									
Albury Wodonga Health – Albury Campus	5	5	5	5	5	5	5	10	10
<b>Total</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>10</b>
<b>Central Coast LHD</b>									
Gosford Hospital	35	33	36	36	39	38	38	38	38
Wyong Hospital	26	28	29	29	30	30	30	30	32
<b>Total</b>	<b>61</b>	<b>61</b>	<b>65</b>	<b>65</b>	<b>69</b>	<b>68</b>	<b>68</b>	<b>68</b>	<b>70</b>
<b>Far West LHD</b>									
Broken Hill Base Hospital	3	3	2	3	3	3	3	3	3
<b>Total</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>Hunter New England LHD</b>									
Armidale Hospital	3	3	3	3	3	3	3	3	3
Belmont Hospital	12	12	12	12	12	12	12	12	12
Calvary Mater Newcastle	22	22	22	22	20	19	19	19	19
John Hunter Hospital	53	53	55	53	51	50	48	49	49
Manning Base Hospital	6	6	6	6	6	8	10	11	11
Tamworth Hospital	18	18	16	18	20	20	20	21	21
Maitland Hospital	6	6	6	6	8	8	8	10	10
Hunter New England Mental Health	5	5	5	5	5	5	5	5	5
<b>Total</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>130</b>	<b>130</b>
<b>Illawarra Shoalhaven LHD</b>									
Bulli Hospital and Aged Care Centre	4	4	4	4	4	4	4	4	4
Port Kembla Hospital*	1	1	1	1	1	1	1	1	1
Shellharbour Hospital	4	4	3	3	3	3	3	3	3
Shoalhaven District Memorial Hospital	7	7	8	8	9	9	9	9	9
Wollongong Hospital	49	49	49	49	48	52	52	57	58
<b>Total</b>	<b>65</b>	<b>65</b>	<b>65</b>	<b>65</b>	<b>65</b>	<b>69</b>	<b>69</b>	<b>74</b>	<b>75</b>
<b>Mid North Coast LHD</b>									
Coffs Harbour Health Campus	19	19	19	19	19	19	19	22	24
Port Macquarie Base Hospital	16	16	16	16	16	16	16	18	18
<b>Total</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>40</b>	<b>42</b>
<b>Murrumbidgee LHD</b>									
Griffith Base Hospital	1	2	2	2	2	2	2	2	2
Wagga Wagga Health Service	22	22	22	22	25	25	27	28	28
<b>Total</b>	<b>23</b>	<b>24</b>	<b>24</b>	<b>24</b>	<b>27</b>	<b>27</b>	<b>29</b>	<b>30</b>	<b>30</b>
<b>Nepean Blue Mountains LHD</b>									
Blue Mountains District Anzac Memorial Hospital	3	3	2	2	3	3	3	3	3

Hawkesbury District Health Service	5	5	3	3	4	4	4	4	4
Nepean Hospital	51	51	54	56	58	56	59	60	67
<b>Total</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>61</b>	<b>65</b>	<b>63</b>	<b>66</b>	<b>67</b>	<b>74</b>
<b>Northern NSW LHD</b>									
Lismore Base Hospital	17	14	14	14	14	14	14	15	17
The Tweed Hospital	18	18	18	18	18	18	18	18	25
<b>Total</b>	<b>35</b>	<b>32</b>	<b>32</b>	<b>32</b>	<b>32</b>	<b>32</b>	<b>32</b>	<b>33</b>	<b>42</b>
<b>Northern Sydney LHD</b>									
Hornsby Ku-ring-gai Hospital			17	17	17	17	17	17	17
Manly Hospital	35	35	8	8	0	0	0	0	0
Mona Vale Hospital			10	10	2	2	2	2	2
Northern Beaches Hospital	0	0	0	0	18	17	17	17	17
Royal North Shore Hospital	44	44	44	44	44	44	45	44	44
Ryde Hospital	11	11	11	11	11	11	10	10	10
North Shore Private							2	2	2
<b>Total</b>	<b>90</b>	<b>90</b>	<b>90</b>	<b>90</b>	<b>92</b>	<b>91</b>	<b>93</b>	<b>92</b>	<b>92</b>
<b>St Vincents Health Australia</b>									
St Vincent's Hospital	29	29	29	29	29	29	29	29	29
<b>Total</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>29</b>
<b>South Eastern Sydney LHD</b>									
Calvary Healthcare Kogarah	2	2	2	2	2	2	2	2	2
St George Hospital & Community Health Service	43	43	43	43	43	43	48	49	49
Sutherland Hospital	24	24	24	24	24	24	18	18	18
Prince of Wales Hospital	36	36	37	37	37	37	37	37	44
War Memorial Hospital	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>105</b>	<b>105</b>	<b>106</b>	<b>106</b>	<b>106</b>	<b>106</b>	<b>105</b>	<b>106</b>	<b>113</b>
<b>South Western Sydney LHD</b>									
Bankstown-Lidcombe Hospital		26	27	27	27	27	27	29	31
Campbelltown/Camden Hospital	46	20	19	19	24	24	24	24	26
Fairfield Hospital		6	10	10	10	10	10	10	11
Liverpool Hospital	51	45	41	41	46	46	46	46	51
<b>Total</b>	<b>97</b>	<b>97</b>	<b>97</b>	<b>97</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>109</b>	<b>119</b>
<b>Sydney LHD</b>									
Balmain Hospital	3	3	3	3	3	3	3	3	3
Canterbury Hospital		9	10	11	11	11	12	12	12
Concord Hospital	42	33	33	32	32	35	33	33	38
Royal Prince Alfred Hospital	46	46	46	46	48	48	48	48	48
<b>Total</b>	<b>91</b>	<b>91</b>	<b>92</b>	<b>92</b>	<b>94</b>	<b>97</b>	<b>96</b>	<b>96</b>	<b>101</b>
<b>Western NSW LHD</b>									
Bathurst Health Service	5	5	5	7	7	7	11	11	11
Dubbo Hospital	12	12	12	12	12	13	14	16	18

Orange Health Service	15	17	16	18	17	19	19	19	20
<b>Total</b>	<b>32</b>	<b>34</b>	<b>33</b>	<b>37</b>	<b>36</b>	<b>39</b>	<b>44</b>	<b>46</b>	<b>49</b>
<b>Western Sydney LHD</b>									
Auburn Hospital	10	10	10	10	10	10	10	10	10
Blacktown Hospital & Mt Druitt Hospital	39	42	47	47	47	47	48	48	48
Westmead Hospital	70	70	70	70	73	73	73	79	79
<b>Total</b>	<b>119</b>	<b>122</b>	<b>127</b>	<b>127</b>	<b>130</b>	<b>130</b>	<b>131</b>	<b>137</b>	<b>137</b>
<b>Grand total</b>	<b>980</b>	<b>983</b>	<b>992</b>	<b>999</b>	<b>1024</b>	<b>1030</b>	<b>1041</b>	<b>1074</b>	<b>1120</b>

**TABLE 4: AVAILABLE NSW PGY1 POSITION CAPACITY BY PREVOCATIONAL TRAINING NETWORK AND RPR HOSPITALS FOR 2023**

Prevocational Training Network	Positions in 2022	Positions in 2023
Network 1: Inner West & Western Plains	67	69
Network 2: Bankers and Campers	53	57
Network 3: Concord & Canterbury & Broken Hill Hospital	48	53
Network 4: South West Sydney, Tweed Heads	74	87
Network 5: North Shore & Port Mac	74	74
Network 6: Hornsby & Northern Beaches	40	40
Network 7: Central Coast Network	68	70
Network 8: St George, Sutherland, Albury & Griffith Hospitals	81	81
Network 9: From Coast to Coast	52	61
Network 10: Eastern to Greater Southern	57	57
Network 11: Oceans 11	74	75
Network 12: Hunter New England	130	130
Network 13: Westnet	130	133
Network 14: Nepean & Blue Mountains	67	74
Network 15: Central West	59	59
<b>Grand Total</b>	<b>1074</b>	<b>1120</b>

Rural Preferential Recruitment (RPR) Hospital	Home hospital positions 2023	Network rotation positions 2023
Albury Wodonga Health – Albury Campus	10	0
Broken Hill Base Hospital	*1	2
Coffs Harbour Health Campus	15	9
Dubbo Hospital	14	4
Lismore Base Hospital	15	2
Manning Base Hospital	11	0
Orange Health Service	20	0
Port Macquarie Base Hospital	**10	8
Tamworth Hospital	21	0
Maitland Hospital	10	0
The Tweed Hospital	24	1
Wagga Wagga Health Service	25	3
<b>SUBTOTAL</b>	<b>176</b>	<b>29</b>
<b>RPR Total***</b>	<b>205</b>	

\* Initially 3 home-based positions at Broken Hill Base Hospital; two were converted to rotational positions.

\*\* Initially 11 home-based positions at Port Macquarie Base Hospital; one was converted to a rotational position.

\*\*\* RPR position numbers are included in the Grand Total in the Networks table above.

**TABLE 5: OUTCOME OF ALLOCATION PROCESS FOR 2023 CLINICAL YEAR BY PRIORITY CATEGORY**

Priority category	Offer accepted (Head count)	Offer declined	Application Withdrawn	Rejected after verification/ allocation	Unsuccessful Notify Manually	Total
1	799*	109	1	0	0	909
2	78	70	3	0	0	151
3	38	91	12	1	0	142
4	141	33	2	0	20	196
5	5	13	7	0	34	59
6	29	23	5	0	11	68
<b>Totals</b>	<b>1090</b>	<b>339</b>	<b>30</b>	<b>1</b>	<b>65</b>	<b>1525</b>

\* Two Category 1 applicants will job share one position at Network 12. Two Category 1 applicants will job share one position at Network 6.

DEFINITIONS	
<b>Offer Accepted</b>	The applicant has accepted a preliminary position offer.
<b>Offer Declined</b>	The applicant has declined a preliminary position offered to them.
<b>Application Withdrawn</b>	The applicant has withdrawn their application prior to receiving a position offer.
<b>Rejected after verification/ allocation</b>	The applicant does not fulfil requirements and is not eligible to accept a position offer.
<b>Unsuccessful Notify Manually</b>	The applicant was not eligible to participate or did not receive an offer in the Late Vacancy Management process.

**TABLE 6: ACCEPTANCES BY NSW UNIVERSITY AND PRIORITY CATEGORY FOR 2023 CLINICAL YEAR**

<b>NSW Universities</b>	<b>NSW domestic graduate acceptances (Category 1)</b>	<b>NSW international student acceptances (Category 4)</b>
University of Sydney	190	53
University of New England	50	0
University of New South Wales	172	39
University of Newcastle	98	23
Notre Dame University Sydney	76	0
Western Sydney University	111	17
Wollongong University	57	3
Macquarie University	45	6
<b>Total</b>	<b>799</b>	<b>141</b>

## ABORIGINAL MEDICAL WORKFORCE PATHWAY

To build capacity and success of the Aboriginal health workforce, it is important to recognise the importance of cultural issues. This includes fulfilling family responsibilities, participating in the community and having access to country. In addition, it is important to ensure the workplace is a culturally safe environment and that Aboriginal people are provided with the necessary support to succeed.

The development and implementation of an Aboriginal medical graduate program by HETI is informed by key partners including Aboriginal medical students, Aboriginal medical graduates, the Australian Indigenous Doctors Association (AIDA) and NSW Ministry of Health Aboriginal Workforce Unit.

The NSW Ministry of Health, Local Health Districts, Specialist Health Networks and other Health Organisations are committed to deliver the Aboriginal medical graduate workforce recruitment initiative under the Revised NSW Health *Good Health – Great Jobs: Aboriginal Workforce Strategic Framework 2016 - 2020*<sup>1</sup>.

The Aboriginal Medical Workforce program offers Aboriginal medical graduates a recruitment pathway to prevocational training in NSW at a hospital or training network of their first preference. The program has been offered as a recruitment pathway for final year medical students since 2010.

To be eligible for the Aboriginal Medical Workforce (AMW) pathway, applicants are required to address a number of criteria on the online application form. The criteria request applicants to: provide their personal story including connections to family, culture and country, and how they celebrate their Aboriginality; provide reasons why they have chosen the selected prevocational training network or rural preferential hospital; outline how they have shown commitment to improve health outcomes for Aboriginal and/or Torres Strait Islander people; what being an Aboriginal doctor means to them and what their goals are as an Aboriginal health practitioner; and, comment on their association or membership to organisations as AIDA, IAHA, NATSIHWA, ALS NSWALC or other community groups.

Applications for this pathway are assessed by a panel comprising of representatives from AIDA, NSW Ministry of Health's Aboriginal Workforce Unit, consumer representation and HETI.

For the 2023 clinical year, a total of 20 Aboriginal medical graduates applied via this pathway, including two interstate applicants. Of these, 19 applicants accepted positions in the hospitals or networks requested. One applicant declined their offer.

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<sup>1</sup> NSW Health Good Health – Great Jobs: Aboriginal Workforce Strategic Framework 2016 – 2020  
<https://www.health.nsw.gov.au/workforce/aboriginal/Pages/good-health-great-jobs.aspx>

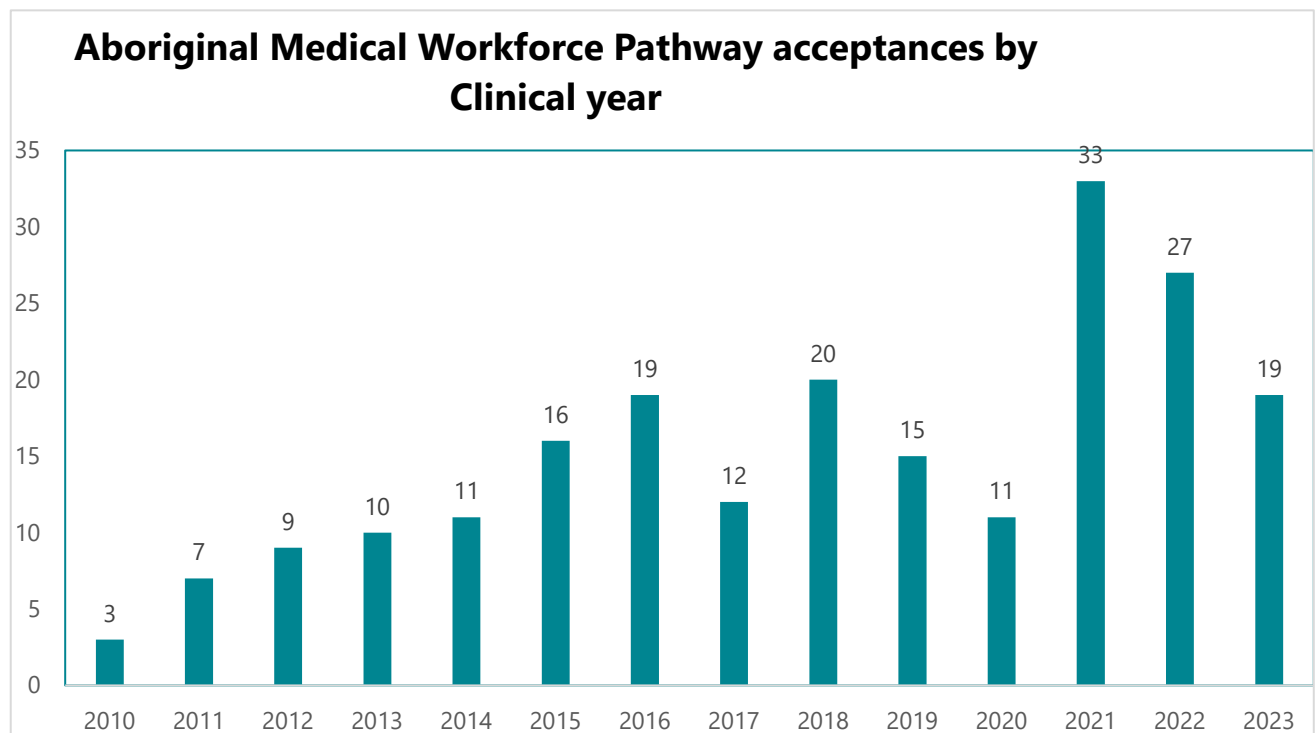


**TABLE 6: DISTRIBUTION OF APPLICANTS THROUGH THE ABORIGINAL MEDICAL WORKFORCE PATHWAY AND POSITIONS ACCEPTED**

<b>Aboriginal Medical Workforce Pathway for 2023 clinical year</b>		
	<b>Number of applicants</b>	<b>Applicants accepting positions</b>
NSW Universities	18	17
Interstate Universities	2	2
<b>Total</b>	<b>20</b>	<b>19</b>

Of the 19 Aboriginal trainees who commenced internship, 10 are in rural and regional locations in NSW. A total of 9 Aboriginal trainees were recruited to metropolitan networks in NSW.

The figure below shows the number of Aboriginal medical graduates who accepted intern positions by this pathway since its commencement in 2010.

**FIGURE 1: ABORIGINAL MEDICAL WORKFORCE PATHWAY ACCEPTANCES 2010 – 2023 CLINICAL YEARS**

## RURAL PREFERENTIAL RECRUITMENT PATHWAY

The Rural Preferential Recruitment (RPR) pathway is a merit-based recruitment process that facilitates recruitment of rural cadets and all other medical graduates to prevocational training positions in rural hospitals. Applicants from all priority categories are eligible to apply.

The following principles underpin the development and review of the RPR pathway:

- Building and retaining a sustainable medical workforce in rural areas.
- Improving access to services to achieve better health outcomes across rural NSW.
- Ensuring a clear pathway from undergraduate training to postgraduate medical training positions in rural areas.

Applicants who wish to work in a rural hospital were required to complete an online application in MIRA, as well as applying on the JMO Career Portal to individual rural hospitals. The rural hospitals, which are also known as RPR hospitals interviewed and ranked applicants. Following interviews applicants had an opportunity to adjust their hospital preferences in the JMO Career Portal prior to hospitals finalising their preference ranking.

After completion of ranking by both the RPR hospitals and the applicants, HealthShare performed a preference matching process and provided the results to HETI. Offers were then made to RPR positions by HETI through MIRA.

For the 2023 clinical year all offers were made to successfully matched Category 1 and 2 applicants at the commencement of offer period one. The remaining positions were then offered to all successful and eligible matched applicants until all positions had been offered.

A total of 176 positions were available to be filled as home hospital positions in rural hospitals. 134 positions were filled directly through the RPR Pathway, 5 positions were filled through the Aboriginal Medical Workforce Pathway, 15 positions remained unfilled as outlined on page 5, and 22 positions were filled through an Expression of Interest (EOI) process at the following hospitals:

- Albury Wodonga Health - Albury Campus [3]
- Broken Hill Base Hospital [1]
- Coffs Harbour Health Campus [1]
- Dubbo Hospital [1]
- Lismore Base Hospital [3]
- Manning Base Hospital [2]
- Maitland Hospital [3]
- Orange Health Service [2]
- Tamworth Hospital [3]
- The Tweed Hospital [3]

The EOI process is used in consultation with the RPR hospital to fill a vacancy when there are no successful or eligible applicants remaining on the preference matched list. The EOI process is completed by sending an email to all remaining unplaced applicants advising them where the position is located and requesting that applicants who wish to be considered for allocation to that hospital advise HETI and provide their CV. The hospital interviewed applicants who applied via the EOI process and provided HETI with a ranked list. HETI then made offers to these applicants via MIRA.

In addition to the 176 positions available through the RPR pathway, there were 29 rotational positions in RPR hospitals. The rotational positions provide opportunity for prevocational trainees appointed through any of the other recruitment pathways to experience a rural term as part of their prevocational training.

A summary of home hospital positions available by RPR hospital is provided in Table 7 below. This identifies positions filled directly through the RPR pathway as home hospital positions.

**TABLE 7: RURAL PREFERENTIAL RECRUITMENT PATHWAY OUTCOME FOR THE 2023 CLINICAL YEAR**

Network	Rural Hospital	Rural home hospital positions available in 2023	Number of positions recruited via the RPR pathway (excluding EOI)	% of home hospital positions filled via RPR pathway (excluding EOI)
1	Dubbo Hospital	14	10	71%
3	Broken Hill Base Hospital	1	0	0%
4	The Tweed Hospital	24	18	75%
5	Port Macquarie Base Hospital	10	10	100%
8	Albury Wodonga Health – Albury Campus	10	7	70%
9	Lismore Base Hospital	15	10	67%
10	Wagga Wagga Base Hospital	25	23	92%
12	Tamworth Hospital	21	15	90%
12	Manning Base Hospital	11	8	91%
12	Maitland Hospital	10	7	70%
13	Orange Health Service	20	17	95%
13	Coffs Harbour Health Campus	15	9	60%
	<b>Total</b>	<b>176</b>	<b>134</b>	

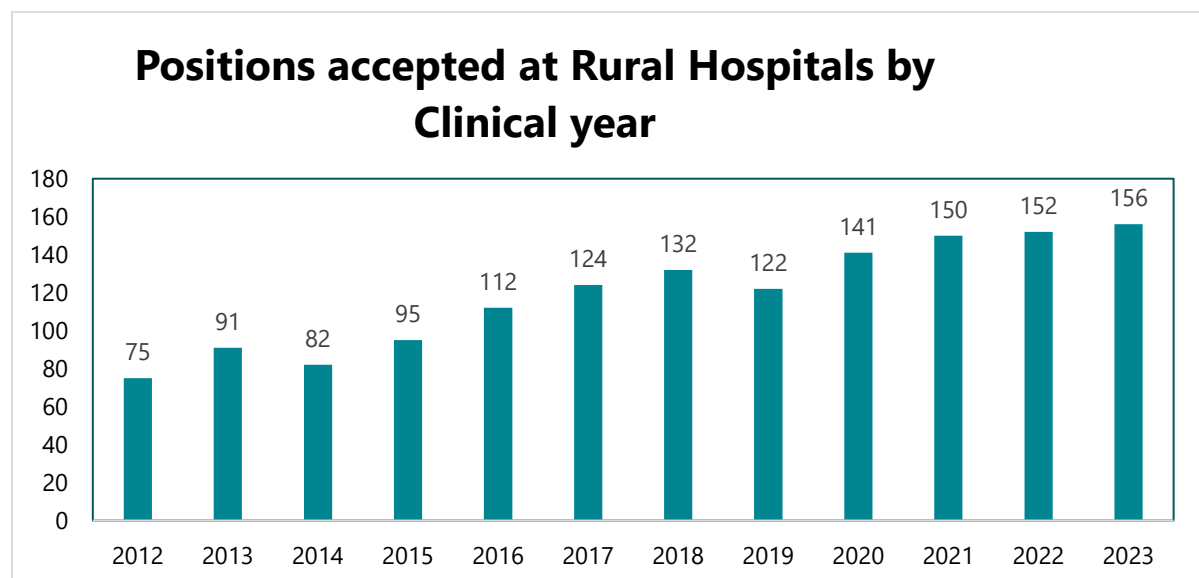
As outlined in Table 8 below, the majority (63%) of applicants accepting RPR positions for the 2023 clinical year were NSW graduates – of these, 70% were NSW domestic graduates and 30% were NSW international graduates.

**TABLE 8: NSW MEDICAL GRADUATES ACCEPTING POSITIONS THROUGH THE RURAL PREFERENTIAL RECRUITMENT PATHWAY FOR THE 2023 CLINICAL YEAR**

RPR pathway acceptances for the 2023 clinical year for NSW medical graduates	
Domestic students (Category 1)	71
International students (Category 4)	30
<b>Total</b>	<b>101</b>

Figure 2 below shows the number of applicants accepting positions at rural hospitals both through the RPR pathway and EOI process.

**FIGURE 2: ACCEPTANCES AT RURAL HOSPITALS THROUGH THE RURAL PREFERENTIAL RECRUITMENT PATHWAY AND EOI PROCESSES FOR THE 2012-2023 CLINICAL YEARS**



## DIRECT REGIONAL ALLOCATION PATHWAY

The Direct Regional Allocation (DRA) pathway provides an opportunity for medical graduates of regional and outer metropolitan universities to continue their prevocational training in the geographical area where they trained as medical graduates. This allocation pathway facilitates the filling of regional and outer metropolitan training positions as a priority, with the aim of building a sustainable workforce over the longer term in regional and outer metropolitan Sydney.

The following principles underpin the development and review of DRA:

- Developing and maintaining a sustainable medical workforce in regional NSW and outer metropolitan Sydney.
- Ensuring equity of access to high quality care for patients in regional NSW and outer metropolitan Sydney.
- Ensuring fairness and transparency throughout the recruitment process.

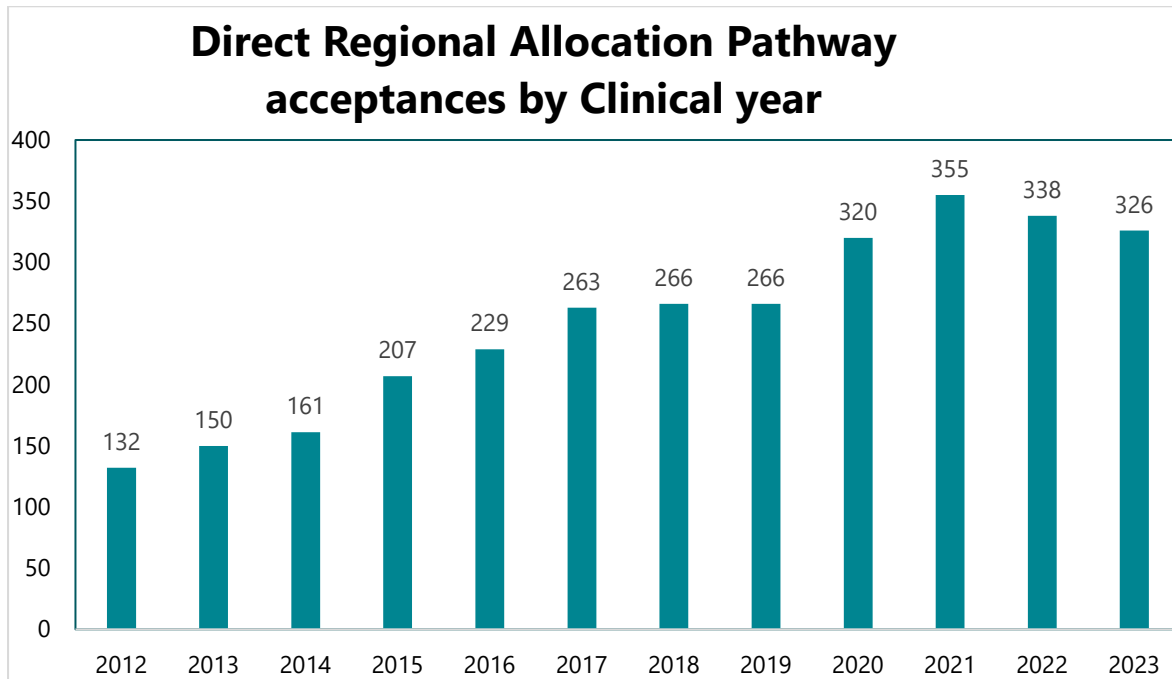
Medical graduates who were in priority categories 1 to 4 of the NSW Health Priority List were eligible to apply through this pathway. The applicants were required to preference one of the DRA networks as their first choice on their online application in MIRA.

HETI directly allocates Category 1 applicants to their preferred regional network, when the number of applicants applying to the DRA prevocational training network is less or equal to the number of positions available.

If a DRA network has fewer positions available than the number of Category 1 applicants who listed it as their first preference, an algorithm selects which applicants receive a position offer. Any Category 1 applicants who do not receive an offer via the DRA pathway are automatically moved to the Optimised Allocation pathway.

A total of 326 applicants were recruited via the DRA Pathway. Another 149 applicants were recruited to the DRA networks through the Aboriginal Medical Workforce pathway, Optimised Allocation pathway, change in circumstances, extenuating circumstances, and swaps. Figure 3 provides the number of acceptances by clinical year 2012 – 2023.

**FIGURE 3: DIRECT REGIONAL ALLOCATION PATHWAY ACCEPTANCES 2012-2023 CLINICAL YEARS**



The proportion of applicants recruited to each of the networks via this pathway is represented in Table 9.

**TABLE 9: DIRECT REGIONAL ALLOCATION PATHWAY OUTCOME BY NETWORK FOR 2023 CLINICAL YEAR**

Network	Number of positions available in regional networks (less RPR positions)	Number of positions recruited by DRA (i.e. applicants first preference)	Percentage (%) of positions filled via DRA (i.e. applicants first preference)
2	57	20	35%
4	63	49	78%
7	70	40	57%
11	75	39	52%
12	88	64	73%
14	74	61	82%
15	59	53	90%
<b>Total</b>	<b>486</b>	<b>326</b>	

As outlined in Table 10 below, the majority (86%) of applicants accepting DRA positions for the 2023 clinical year were NSW graduates - of these, 64% were NSW domestic graduates and 36% were NSW international graduates.

**TABLE 10: NSW MEDICAL GRADUATE ACCEPTANCES THROUGH THE DIRECT REGIONAL ALLOCATION PATHWAY FOR THE 2023 CLINICAL YEAR**

Direct Regional Allocation pathway acceptances for 2023 for NSW medical graduates	
Domestic students (Category 1)	178
International students (Category 4)	102
<b>Total</b>	<b>280</b>

## OPTIMISED ALLOCATION PATHWAY

The Optimised Allocation Pathway is the main pathway through which eligible medical graduates from any priority category can be allocated to internship positions in NSW. The following principles underpin the Optimised Allocation Process:

- Ensuring the whole cohort of applicants included in a recruitment round receive an optimised outcome.
- Ensuring fairness and transparency is applied to the recruitment process.

Applicants rank each of the 15 prevocational training networks and positions are allocated according to the preferences and priority category of the applicant. An algorithm is used to achieve the best outcome for the whole cohort of applicants.

For the 2023 clinical year, 589 applicants were allocated through the Optimised Allocation pathway, with 536 applicants (91%) being NSW domestic graduates.

## EXTENUATING CIRCUMSTANCES AND CHANGE IN PERSONAL CIRCUMSTANCES

HETI recognises that some applicants seeking a prevocational training position may have extenuating circumstances that can limit their ability to work in one or more of the prevocational training networks in NSW. For the 2023 clinical year the criteria for granting extenuating circumstances was limited to:

1. The applicant requires ongoing highly specialised medical treatment **and/or**
2. Separation of the applicant from their dependent/s during prevocational training would have a significant negative impact on the functioning of the applicant and/or their dependent/s, **and/or**
3. The applicant will be 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 specific access requirements.

Ten (10) applications were received for consideration by the Extenuating Circumstances Committee; a decrease of 3 from the previous year. All applicants were granted extenuating circumstances.

A further seven applications were received for consideration of changes in personal circumstances following the commencement of the offer periods. The applications were assessed against the extenuating circumstances criteria as outlined above and six applicants were granted change in personal circumstances.

## NATIONAL INTERN DATA AUDIT

The purpose of the national audit process is to ensure all medical graduates applying for internship have the most equitable and timely opportunity to obtain an internship position in Australia. The process assists to:

1. Identify the number of individual applicants applying for intern positions
2. Identify any shortfall in the number of intern positions available nationally, and



3. Quantify and attempt to resolve multiple acceptances by applicants across jurisdictions.

All States and Territories provide information for intern applicants to the National Data Manager who undertakes an audit process. Following each national offer period, applicants who have accepted intern positions in more than one jurisdiction are identified.

Applicants who have accepted more than one position are contacted by the National Audit Data Manager by phone or email and asked to accept one of the multiple intern offers they have accepted. They are asked to accept the offer they wish to undertake for their intern year and withdraw from any other offers they had accepted.

In 2022 there were four National Audits of Acceptances and Unplaced Applicants. HETI provided data to the National Data Manager for each of these audits.

## **NATIONAL LATE VACANCY MANAGEMENT PROCESS**

The Late Vacancy Management (LVM) Process was managed by the National Data Management Team. The process assisted jurisdictions to fill vacancies that arose between 5 December 2022 and 24 March 2023 by trying to fill vacancies with eligible intern applicants who remained unplaced.

For the 2023 clinical year, NSW had 23 vacancies leading into the LVM. These were due to unfilled positions from offer period four and some offer declines from applicants who had previously accepted an offer.

At the close of the LVM process, there were 32 vacancies remaining in total at Networks and RPR hospitals as listed on page 5 of this report.

## APPENDIX 1: PREVOCATIONAL TRAINING NETWORKS 2023

Networks	Accredited Prevocational Training Provider	LHD/ Provider	Classification	Accredited until
<b>Network 1</b>  <i>Inner West and Western Plains</i>	Dubbo Hospital	WNSW LHD	T5	May 2023
	Royal Prince Alfred Hospital	SLHD	T5	July 2025
	• Balmain Hospital		OT	
	• Chris O'Brien Lifehouse		OT	
<b>Network 2</b>  <i>Bankers and Campers</i>	Bankstown-Lidcombe Hospital	SWSLHD	T5	April 2025
	Bowral & District Hospital (PGY2 only)	SWSLHD	R	August 2025
	Campbelltown/Camden Hospital	SWSLHD	T5	June 2025
<b>Network 3</b>  <i>Concord, Canterbury &amp; Broken Hill Base Hospitals</i>	Broken Hill Base Hospital	FWLHD	T3	December 2023
	Canterbury Hospital	SLHD	T3	June 2022
	Concord Hospital	SLHD	T5	June 2022
<b>Network 4</b>  <i>South West Sydney, Tweed Heads</i>	Fairfield Hospital	SWSLHD	T3	July 2024
	• Braeside Hospital, Fairfield	Private	OT	
	Liverpool Hospital	SWSLHD	T5	December 2023
	The Tweed Hospital • Byron Central Hospital	NNSW LHD	T5 OT	October 2023

<b>Network 5</b>  <i>North Shore &amp; Port Macquarie</i>	Port Macquarie Base Hospital	MNCLHD	T5	April 2025
	<ul style="list-style-type: none"> <li>Kempsey District Hospital</li> <li>Wauchope District Hospital (PGY2 only)</li> </ul>		OT	
			OT	
	Royal North Shore Hospital	NSLHD	T5	September 2026
	<ul style="list-style-type: none"> <li>North Shore Private Hospital</li> </ul>		OT	
	Ryde District Hospital	NSLHD	T3	June 2025

<b>Network 6</b>  <i>Hornsby &amp; Northern Beaches</i>	Hornsby Ku-ring-gai Health Service	NSLHD	T5	October 2023
	<ul style="list-style-type: none"> <li>Hornsby &amp; Brooklyn GP Unit</li> </ul>		OT	
	Northern Beaches Hospital	NSLHD	T3	October 2024
	Sydney Adventist Hospital	Private	R	September 2023
	Mona Vale Hospital	NSLHD	R	September 2024

<b>Network 7</b>  <i>Central Coast Network</i>	Gosford Hospital	CCLHD	T5	November 2026
	<ul style="list-style-type: none"> <li>Woy Woy Hospital</li> </ul>		OT	
	Wyong Hospital	CCLHD	T5	August 2024

<b>Network 8</b>  <i>St George, Sutherland, Albury &amp; Griffith Hospitals</i>	Albury Wodonga Health – Albury Campus	AWH	T5	Accredited by Victoria- PMCV
	Griffith Base Hospital	MLHD	R	November 2025
	Sutherland Hospital	SESLHD	T3	September 2024
	St George Hospital and Community Health Service	SESLHD	T5	June 2025
	<ul style="list-style-type: none"> <li>Calvary Health Care Kogarah</li> </ul>		OT	
	<ul style="list-style-type: none"> <li>Kirketon Road Centre</li> </ul>		OT	
	<ul style="list-style-type: none"> <li>The Forensic Hospital, Malabar Justice Health</li> </ul>		OT	

<b>Network 9</b>  <i>From Coast to Coast</i>	Lismore Base Hospital	NNSWLHD	T5	January 2024
	The Prince of Wales Hospital <ul style="list-style-type: none"><li>Sydney Children's Hospital</li><li>Royal Hospital for Women</li></ul>	SESLHD	T5 OT OT	September 2025

<b>Network 10</b>  <i>Eastern to Greater Southern</i>	Wagga Wagga Health Service <ul style="list-style-type: none"><li>Coolamon Shire Medical and Dental Clinic</li><li>Finley Medical Centre</li><li>Cootamundra Medical Centre</li><li>Riverina Medical and Dental Aboriginal Corporation</li><li>Deniliquin General Practice</li></ul>	MLHD	T5 OT OT OT OT OT	May 2024
	St Vincent's Private Hospital	Private	T3 (PHS)	February 2027
	Mater Hospital Sydney	SVHN	T3 (PHS)	November 2024
	Calvary Riverina Health Care	SVHN	R (PHS)	February 2027
	St Vincent's Hospital <ul style="list-style-type: none"><li>War Memorial Hospital (PGY2 only)</li><li>St Joseph's Hospital</li></ul>	SVHN	T5 OT OT	July 2023

<b>Network 11</b>  <i>Oceans 11</i>	Wollongong Hospital <ul style="list-style-type: none"><li>Bulli Hospital and Aged Care Centre</li><li>Coledale Hospital (PGY2 only)</li></ul>	ISLHD	T5 OT OT	August 2026
	Shoalhaven District Memorial Hospital	ISLHD	T3	October 2026
	<ul style="list-style-type: none"><li>Milton General Practice</li><li>Milton Family Medical Practice</li></ul>		OT OT	
	Shellharbour Hospital <ul style="list-style-type: none"><li>Port Kembla Hospital</li></ul>	ISLHD	T3 OT	January 2025

<b>Network 12</b>  <i>Hunter New England</i>	Armidale Hospital	HNELHD	R	July 2023
	Belmont Hospital	HNELHD	T3	June 2026
	Calvary Mater Newcastle	HNELHD	T3	May 2025
	Hunter New England Mental Health - The Mater Hospital Campus	HNELHD	R	September 2025
	John Hunter Hospital <ul style="list-style-type: none"> <li>John Hunter Children's Hospital</li> <li>Hunter New England Health</li> </ul>	HNELHD	T5  OT	March 2025
	Maitland Hospital <ul style="list-style-type: none"> <li>Kurri Kurri District Hospital</li> </ul>	HNELHD	T5 OT	December 2026
	Manning Base Hospital <ul style="list-style-type: none"> <li>Gloucester Medical Centre</li> </ul>	HNELHD	T5 OT	October 2026
	Tamworth Rural Referral Hospital <ul style="list-style-type: none"> <li>Scone Medical Practice</li> </ul>	HNELHD	T5 OT	August 2023

<b>Network 13</b>  <i>Westnet</i>	Auburn Hospital	WSLHD	R	September 2026
	Macquarie University Hospital	Private	T3 (PHS)	November 2024
	<ul style="list-style-type: none"> <li>Lady Davidson Hospital</li> </ul>		OT	
	The Children's Hospital at Westmead (PGY2 only)	SCHN	R	December 2024
	Coffs Harbour Health Campus <ul style="list-style-type: none"> <li>Macksville Hospital</li> <li>Star Street Medical Centre</li> </ul>	MNCLHD	T5 OT	June 2024
	Westmead Hospital <ul style="list-style-type: none"> <li>Cumberland Hospital</li> </ul>	WSLHD	T5 OT	March 2025
	Orange Health Service <ul style="list-style-type: none"> <li>Cowra Health Service</li> </ul>	WNSWLHD	T5 OT	May 2023

<b>Network 14</b>  <i>Nepean &amp; Blue Mountains</i>	Blue Mountains District ANZAC Memorial Hospital	NBMLHD	R	September 2023
	Hawkesbury District Health Service	NBMLHD	R	March 2025
	Nepean Hospital • Lithgow Hospital	NBMLHD	T5 OT	September 2026

<b>Network 15</b>  <i>Central West</i>	Bathurst Health Service  • Mudgee Medical Centre • Ochre Health Medical Centre Parkes	WNSWLHD OT	R	July 2025
	Blacktown Hospital & Mt Druitt Hospital	WSLHD	T5	September 2023

Prevocational Training Provider Classification	
T3	3 Term Home Hospital Prevocational Training Provider (T3)
T5	5 Term Home Hospital Prevocational Training Provider (T5)
R	Rotation Hospital
OT	Offsite Term
Abbreviations	
PGY2	Post Graduate Year 2
PHS	Junior Doctor Training Program - Private Hospital Stream



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